

Al-Faisal College Campbelltown



ANNUAL REPORT 2023



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Theme 1: Context

School Context

Al-Faisal College - Campbelltown is an independent co-educational school where learning is equally valued for boys and girls from Kindergarten to Year 12.

The College attempts to achieve its mission through Faith, Knowledge and Success.

The main goals of the College is to produce good citizens imbued with Australian values and Islamic Culture and to become responsible, productive and contributing members of the Australian society. Students are taught mandatory subjects required by NESA and learn the Arabic Language as our chosen community language.

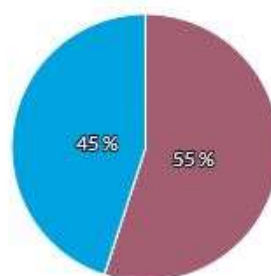
In the 2023 academic year, Al-Faisal College - Campbelltown witnessed healthy student enrolment numbers, reflecting the growing reputation and appeal of our college within the community. Our commitment to providing high-quality education and nurturing a positive school culture has attracted families seeking a comprehensive and inclusive educational experience for their children.

Students

Total enrolments: 684

Boys 307

Girls 377



A significant feature of our student population is that 96% of students speak a language other than English (LOTE) at home. This linguistic diversity not only enriches the educational experience but also fosters a multicultural environment where students learn from each other's unique backgrounds and perspectives. The presence of multiple languages at our school promotes cultural awareness and inclusivity, preparing our students to thrive in a globalised world. Our dedicated teachers are well-equipped to support LOTE students, ensuring they achieve academic success while maintaining their cultural heritage.

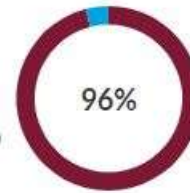
Full-time equivalent enrolments: 684.0

Indigenous students



Language background other than English

- Yes (96%)
- No (4%)
- Not stated (0%)



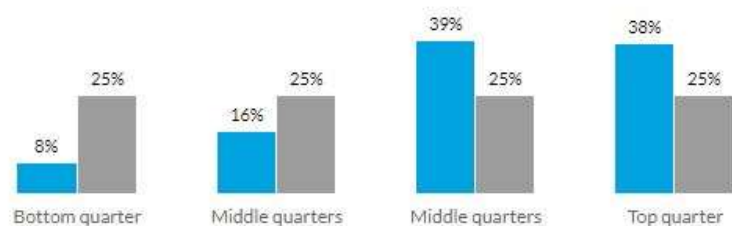
Our students also come from various socio-economic statuses (SES), contributing to the rich tapestry of our school community. The table included in this report illustrates the distribution of socio-economic advantage among our students, highlighting the broad spectrum of backgrounds represented at Al-Faisal College - Campbelltown. This data underscores our commitment to providing an equitable education for all students, regardless of their socio-economic status. We believe that every student deserves the opportunity to succeed, and we strive to create an environment where all students can thrive.

Student background

Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value 1095
Average ICSEA value 1000
School ICSEA percentile 83

Distribution of Socio-Educational Advantage (SEA)



Our inclusive approach is further reflected in the extensive support systems we have in place for students from diverse backgrounds. We offer a range of programs and initiatives designed to meet the unique needs of our students, including academic tutoring such as Multilit, Get Reading Right and Quicksmart, as well as cultural enrichment activities. These programs ensure that all students, regardless of their background, have access to the resources they need to succeed academically and personally.

Further contextual informational about Al-Faisal College - Campbelltown can be located on the My School website: <http://www.myschool.edu.au>.

Managing Director's Report

I am thrilled to write this message for the 2023 Annual Report, a document that serves as a testament to our achievements, our students' accomplishments, and the overall success we have experienced during the academic year.

Our HSC results have been truly remarkable. I would like to extend my appreciation to our Director General, Dr. Intaj Ali, for his exceptional leadership and guidance. It is with great pride that I announce our school's impressive 15th place ranking in the state. This achievement is a testament to the hard work and dedication of our staff, coordinators, the entire executive team and students.

Throughout this year, our students have demonstrated substantial growth, both academically and personally. I am genuinely impressed by the milestones they have reached, both within and beyond the classroom. Whether it pertains to academic accomplishments or their involvement in community and leadership initiatives, our students consistently surpassed our expectations, filling us with immense pride.

Opening of Al-Faisal College – Liverpool Multi-Purpose Hall

One of the major highlights of 2023 was the official opening of the newly constructed Al-Faisal College – Liverpool Multi-Purpose Hall on Thursday 7th February 2023, by The Hon. Sarah Mitchell, MLC, Former Minister for Education and Early Learning. The event was attended by many diplomats, representatives from the State and Local Government. Additionally, there were representatives from the business, finance, education and construction sectors, religious, community organisations and media.



Renovations at Al-Faisal Colleges (Auburn, Campbelltown, Liverpool)

This year, all three Al-Faisal College schools are embarking on a transformative journey of renovation and improvement. Our aim is to enhance our facilities and create a superior user experience for our valued students, dedicated staff, supportive parents, and esteemed visitors.

- Auburn: library, common staff room, main entrance foyer
- Campbelltown: Multi-purpose hall, staff rooms, staff kitchen
- Campbelltown: library, playgrounds, general classrooms, staff rooms

Vote of thanks

I would like to extend my appreciation to the Australian Government at both the Federal and State levels, Cumberland Council, Campbelltown Council, Campbelltown Council, NSW Education and Standards Authority (NESA), the Association of Independent Schools NSW (AISNSW), as well as NSW Police, Navy, and the Australian Defence Force.

I also want to express my deep gratitude to individuals within our school community, starting with our Director General, Dr. Intaj Ali, our Executive Principal, Executive Deputy Principals, and Heads of Colleges in both Campbelltown and Campbelltown. I extend my thanks to our Deputy Principals, coordinators, teaching and non-teaching staff, and the dedicated Accounts team and Manager of Projects and Properties. Their tireless efforts and commitment have greatly contributed to Al-Faisal Colleges' success.

Furthermore, I wish to convey my heartfelt thanks to our exceptional parents. Your unwavering support for our college has been truly remarkable, and we deeply appreciate the trust and dedication you have shown to our schools.

Mr Shafiq R. Abdullah Khan
Managing Director of Al-Faisal Colleges

Executive Principal's Report

I am delighted to present the annual report for this year, as the Executive Principal of Al-Faisal College, Al-Faisal College – Campbelltown and Al-Faisal College – Liverpool.

2023 will always be remembered as one of great success for our schools. As we look back on our achievements, I am filled with immense pride and gratitude for the remarkable journey we have embarked upon together.

One of the most significant highlights of 2023 has been the outstanding performance of our school in the Higher School Certificate (HSC) examinations. I am thrilled to announce that our school has achieved the 8th position among Independent Schools and a commendable 15th place in the state overall. Our students also came first in the state in three subjects, Arabic Continuers, Biology and Mathematics Standard 2.

250 Band 6 were attained with 5 Top Achievers. 113 students were amongst the 2023 HSC Distinguished Achievers List. 63 students achieved an ATAR score above 90 at the Auburn school with 7 students achieving above 99. At the Campbelltown school, 10 students achieved an ATAR above 90, with 1 student with an ATAR score above 99. All our students have been accepted into a number of renowned universities in NSW for further education. I extend my warmest congratulations to our students, as their remarkable performance in the HSC is a reflection of their hard work, resilience, and perseverance.

I also wish to commend our students in Years 3, 5, 7 and 9 on the amazing NAPLAN results. Our students performed exceptionally well with many students attaining outstanding proficiency levels in the "exceeding" category, surpassing the national average in Numeracy, Reading, Writing and Language.

Our dedicated and passionate staff members have played a significant role in our school's success. Their tireless efforts, innovative teaching methods, and genuine care for each student have created an environment where students are able to grow and learn.

To our wonderful parents, your unwavering support and partnership have been invaluable. We thank you for entrusting us with your children in order to provide them with the best education.

As we celebrate the achievements of 2023, we pay tribute to the collective dedication and hard work of our students, the commitment of our staff, and the unwavering support of our parents. Together, we have achieved remarkable results, and I am confident that we will continue to thrive in the years ahead.

Thank you message

I would like to express my gratitude to the Federal and State Government, as well as the Local Councils, which include Cumberland Council, Campbelltown Council, and Campbelltown Council. Additionally, I acknowledge the invaluable support from NSW Education and Standards Authority (NESA), Association of Independent Schools NSW (AISNSW), Police, Navy, and the Australian Defence Force, which has been instrumental in assisting all schools.

I want to extend my appreciation to the School Board and its members, with special mention to Managing Director Mr. Shafiq Khan and Director General Dr. Intaj Ali. I also want to recognise the outstanding efforts of our dedicated executive and leadership team, which includes the Executive Deputy Principals, Head of Colleges in Campbelltown and Liverpool, Deputy Principals, Head of Welfare, Welfare teams, counsellors, coordinators, as well as our teaching and non-teaching staff. Their unwavering dedication has had a profoundly positive impact on our school community, and I am truly thankful for their contributions.

Mrs Safia Khan Hassanein
Executive Principal

Head of College Report

Al-Faisal College - Campbelltown strives to provide students with a high-quality education in an enriching, encouraging, rewarding, and stimulating environment. The College also aims to involve families and the local community in the education of our children to help students to develop a sense of their own cultural heritage while at the same time fostering an understanding and respect for other cultures and religions within the Australian society.

2023 marked another successful year for students, staff, and the school community of Al-Faisal College – Campbelltown. To achieve this, we provided constant encouragement and first-class teaching programs enabling our students to maximise opportunities to learn and grow in a positive, safe, and inclusive environment.

Our school programs and assessments are consistently reviewed, improved and renewed according to current curriculum requirements. Preparations were made to include the new syllabuses, to ensure that education at Al-Faisal College - Campbelltown remained relevant and encouraged students to progress and achieve.

The staff members at Al-Faisal College - Campbelltown continued to provide high quality teaching programs and a positive learning environment. Staff received training in Emergency Procedures and successful lockdown and evacuation drills meant that students and rest of the school community were made aware of the actions to be taken if emergencies occurred. All professional learning enhanced skills and helped in the overall progress of the school. Additional activities included: upskilling teachers in the delivery of content, field knowledge and pedagogical awareness.

Our students participated in academic, cultural, and sporting activities both in school and the wider community. Students also attended various leadership and well-being activities. They also took part in numerous charity drives and mental health activities. The students participated well in community events as part of the school choir which performed at International Women's Day, International Mother Language Day, Harmony Day, Eid Mubarak Campbelltown and other community events. The school counsellor provided students with wellbeing tips, while mindfulness activities ensured that students were positively motivated.

Al-Faisal College – Campbelltown continues to be an academically strong school and produces excellent academic results. The College performed exceedingly well in NAPLAN (National Assessment Program Literacy and Numeracy) and was ranked 4th in Primary in the state rankings.

The College's success can be attributed to the collective efforts of the Australian Government, Campbelltown Council, Association of Independent Schools NSW, and Al-Faisal College Auburn. I would like to express gratitude to the Board of the College; Mr Shafiq Khan, Managing Director; Dr Intaj Ali, Director General; Mrs Safia Khan Hassanein, Executive Principal, Ms Fayzah Ezeldin, CFO, Mr Mohammed Adra, Executive Deputy Principal, Mr Peter Rompies, Executive Deputy Principal for their guidance. I would also like to thank all other executives, our coordinators, teaching and non-teaching staff for their consistent dedication and effort. Finally, the success and achievements would be meaningless if we did not have the ongoing support of the parents of our students and the hard work put in by the students themselves. I look forward to the continued success of Al-Faisal College - Campbelltown in the future.

Mrs Sonali Luthra
Head of College Al-Faisal College - Campbelltown

School Determined Improvement Targets

2023 Priority Areas for Improvement

Area	Priorities
Teaching and Learning	<ul style="list-style-type: none">• Develop a revised Arabic languages curriculum that includes the development of customised student workbooks across Years 7-8. The new High School Arabic curriculum will ensure a strong continuum exists between the primary and high school years.• Collaborate with staff at the Auburn and Liverpool schools to assist in the development of English and Mathematics programs across Years 3-10 in preparation for the 2024 new syllabuses.
Student Achievements and Welfare	<ul style="list-style-type: none">• Use pre assessment data to form extension and core Mathematics ability groups across K-6 in all Mathematics topics taught.• Continue to provide students recording below 65% in Mathematics formative assessments with intervention across Years 2-6• Continue Quicksmart Maths intervention for students from Years 3-6 experiencing difficulties in number operations.• Introduce 'check ins' across K-6 with a focus on literacy.
Staff Training	<ul style="list-style-type: none">• Continue to in-service all new K-6 staff in 7 Steps to Writing methodology. High School English teachers to also attend 7 Steps to Writing PD.• Provide Years 4-6 staff with a second year of VALID Science training.• Arrange for staff to be in-serviced in the new 3-10 English and Mathematics syllabus that will be implemented in 2024.• Introduce instructional rounds across Years 1-9 that provide staff with the opportunity to observe and to learn from one another. Each staff member will be provided with 2-3 observation sessions per term.
Facilities and Resources	<ul style="list-style-type: none">• Primary Staffroom Network Infrastructure• Migration from Sentral Xero to Netsuite AP and AR• Salto Offline to Online upgrade - ongoing

Student Representative Council (SRC)

Al-Faisal College - Campbelltown encourages the various attributes of leadership and believes that when students combine their efforts, talents, insights, enthusiasm, and their inspiration to work as a team, leaders of tomorrow are formed.

Al-Faisal College - Campbelltown acknowledges the importance of leadership within the student body. The Student Representative Council (SRC) provides an avenue for students to express their views, afford leadership opportunities and gain a sense of achievement.

Leadership qualities are recognised and encouraged right from Kindergarten.

Class Captains K- 6

Class captains: Two students from Kindergarten to Year 6 are selected per term to represent their class. The selection may be based on social, academic, or behavioural leadership to encourage positivity to the learning processes. The captains are changed every term to ensure that more students can undertake responsible positions. The students are presented with merit awards to acknowledge the selection and enhance the importance of leadership qualities.

These captains carry out various class-based responsibilities.

Process:

- Elections for class captains, K-6, are held in each class, each term.
- The class teacher (primary) manages the process by accepting nominations, tallying votes, and declaring the outcome
- All students have the right to nominate themselves and/or others.
- Each student in the class has one vote and their teacher has one vote.

School Captains and Prefects K - 6

The school captains and prefects (primary) are elected from the Year 5 cohort during Term 4, for the following year. Students are familiarised with the election process as follows:

Process:

- All students in Year 5 who have maintained exemplary behaviour have the right to nominate themselves and/or others
- The students present portfolios for the first selection stage, wherein they include their achievements in the past 6 years of schooling, a personal profile, and examples of how they have displayed leadership over the years. The portfolios are analysed by a panel of teachers, the SRC Coordinator and the Head of College.
- Nominated students present a speech (prepared at school) during assembly.
- A week before elections, nominated students may display two posters as part of their campaign
- Elections for school prefects take place in Term 4, whilst students are in Year 5
- The election process, including nominations, counting, and tallying votes and declaring the outcome, is managed by the SRC Coordinator and Head of College
- All students from Years 2-6 have one vote and all primary staff members have one vote.
- Voting is by secret ballot on a designated ballot paper
- The top two male and top two female students (as related to number of votes) are deemed elected a School Captains and Vice-Captains.
- Students are presented with a School Captain, Vice-Captain or Prefect badges at the End of Year Function.

The prefect body has equal representation of male and female students.

Prefects 7-10 (2023)

Prefects are elected after they self-nominate and get a recommendation from their teachers, High School Welfare Coordinator and Head of College. They present speeches in the election assembly and votes are cast for elections.

- The election process including nominations, tallying votes, and declaring the outcome, is supervised by the High School Welfare Coordinator
- All students have the right to nominate themselves and/or others
- Each student in the class has one vote and their teacher has two votes
- The students nominated from Year 10 are elected through votes cast by students from Years 7-10. The winning candidates become School Captains (Year 10) and Vice Captains.

Student representative Council (SRC)

- All school leaders (Prefects & School Captains) are members of their respective SRC (K-6 & 7-10). The Stage 3 Coordinator (Primary) oversees the K-6 SRC, and the High School Welfare Coordinator oversees the 7-10 SRC.
- Head of College, High School Welfare Coordinator and Teachers are responsible for the SRC.
- The school captains chair their respective committee.
- Each SRC committee meets once a month. Attendance and minutes are kept by the secretary elected from members of the committee
- Each member may table items for discussion.
- Recommendations are recorded in the minutes and taken with the support of teachers and/or members of the school executive.
- The committee's areas of responsibility include:
 - A forum to discuss student concerns and where appropriate bring these to the attention of the school executive
 - Propose amendments to school procedures and policies
 - Contributing to the organisation and running of school assemblies
 - Organising charity fund raising events
 - Organising whole of school events (Abaya Day, Jersey Day etc)
 - Promote school spirit through active participation in school events

The SRC members in 2023, undertook responsibilities in various aspects of their schooling. The Primary SRC in 2023 were organised to form a parliament and the SRC members were given the roles of different ministers to assist in various aspects of the school. In this initiative, students were able to develop and participate in a range of school-wide projects.

Students met with the teacher in charge of SRC on a regular basis. In these meetings, students discussed initiatives they wanted to develop, upcoming events and further development of leadership skills. The ideas were then put forward to the Head of College for consideration/implementation. Throughout the year, students were encouraged to develop several initiatives.

The SRC members continued to undertake a new initiative that was established in 2023 which students held High School and Primary Joint Meetings. The High School prefects acted as mentors to the Primary SRC in developing Leadership Skills. Various activities were undertaken to develop Leadership Skills every Friday.

The SRC participated in:

- The annual **Ramadan Charity Drive** encouraged students to support those less fortunate than themselves.
- The Captains and Prefects played a key role in events organised by the school. They acted as **masters of ceremonies** for assemblies, presentation days and activities held during literacy and numeracy week and Ramadan and Eid Al Adha (Islamic quiz, Al Nasheed concert, recitation competition, Quran competitions).
- SRC members were allocated responsibilities to **welcome important guests** and guide students during functions as well.
- **Uniform Checks:** The SRC assisted teachers in the checking of uniforms on a weekly basis.

- The SRC members were assigned roles to assist other students in developing **social skills** during lunch and recess. They were allocated roles according to a roster.
- The SRC members created a roster for the front office. The roster was implemented for the office when necessary. The representative duties included distributing notes to class teachers, collected money folders and completing messages.
- Prefects also participated in **Are U OK? Day** to help the younger students to deal with friendship issues. They ran the merchandise stall for the Are U Ok? Items. The SRC also assisted in face painting the students with the colours for the day; yellow and black.
- The SRC members helped in the **library** by putting books back onto shelves and helping younger students choose appropriate books. This was during lunch and according to a roster.
- The SRC members helped in setting up **playground games** for students in younger years.
- As part of the **Harmony Day** celebrations the Primary SRC members ran a 'Multicultural Dress Parade' along with the coordinators.
- **Handball Competition** was organised for Grades 3-6 by the SRC. The students played in quarter finals, semi-finals, and finals through elimination.
- **Basketball Competition** was organised for grades 7-10 by the SRC with the help of the High School PE teacher. The students played in semi-finals and finals. The competition culminated in a game against the local police force.
- **Multicultural Children's Festival:** The SRC played a significant role in the Multicultural Children's Festival that was held at Koshigaya Park in Campbelltown. The students helped in setting up the festival venue and were assigned to stalls where they helped in running various activities. The SRC students along with other volunteers also led the parade of various countries marching by being the flagbearers on the day.

Initiatives Promoting Respect and Responsibility

In 2023, the school wide **Positive Behaviour Interventions and Support (PBIS)** program showed further success with the enhancement and consolidation of a culture of respect, responsibility, and achievement within a safe school environment. Emphasis was placed on the prevention of problem behaviour through the development of social skills and positive reinforcement.

The PBIS program focuses on 5 key values: **Respect, Ownership, Achievement, Resilience and Safety (ROARS)**. Interventions and strategies continued to be modelled and taught to reinforce key values:

- Weekly direct instruction of specific positive student behaviours that demonstrate Respect, Ownership, Achievement, Resilience and Safety in all locations within the school.
- A wide range of posters that communicate the school's expectations for classroom and non-classroom settings were prominently displayed.
- Positive teacher reinforcement to students demonstrating commendable behaviour, especially the specific expectations identified and taught in classroom settings.
- Reward tokens issued by all teachers to students demonstrating positive behaviours
- Prevention of problems by modifying situations which were associated with problem behaviour.
- Predictable consequences for misbehaviour that were delivered consistently by all staff in a predictable manner.
- PBIS activities are embedded into existing school practices such as professional development, staff meetings, parent newsletters, student diaries and welfare practices.
- Merit Awards to students displaying expected academic and social behaviours.

In parallel with the development of the PBIS program the following initiatives were undertaken to promote respect and responsibility within the school community:

International Women's Day:

International Women's Day was celebrated by organising a day where mothers, grandmothers and aunts as well as influential female members of the community were invited to a special assembly which recognised and celebrated the achievements of women in the community. Guests were invited to speak to students and share their experiences with the school. Morning Tea was organised for all the women where they got an opportunity to talk to each other about life experiences.

Macarthur Women's Coffee Club:

As part of International Women's Day, the school choir went to Oz Funland to perform a woman empowerment song and interact with various women from the community. The Macarthur Women's Coffee Club is a group of women that helps to empower each other and other women in the community. The students were able to listen to how various women from the community were able to rise from adversity and become who they are today. This helped to empower our students to believe in themselves.

International Mother Language Day:

Campbelltown Council organised the International Mother Language Day. This is to show respect to the various languages spoken in Australia. During this day the School Choir sang the Song 'I am Australian' in various languages. The students were able to listen to speakers talking about their heritage, as well as watch a variety of performances from around the world. It is a celebration of the diversity of the Campbelltown community.

Ramadan Trivia Quiz:

During Ramadan, the school organised a Trivia Quiz based on Islamic Knowledge for parents and students. This was an inter-college competition, with parents, students and teachers from all three Al-Faisal Colleges invited to participate via Teams link. The students thoroughly enjoyed it and worked collaboratively as families to answer the questions.

24hr Fight Against Cancer with Paul Nunnari:

The 24-Hour Fight Against Cancer Macarthur is an annual fundraising movement dedicated to raising awareness and funds for Cancer. On the day Paul Nunnari, a Paralympic athlete, rode into the school in his wheelchair and spoke to the students about how, despite his disability, he was able to win a silver medal in the men's 4x100m relay during the 2000 Paralympic Games. The students learnt about overcoming difficulties and becoming stronger and more resilient people. The school also provided the foundation with \$500 for cancer research. Community leaders addressed the students.

Wacky Tacky Day:

To celebrate the start of Winter, students participated in Wacky Tacky day. On the day students were able to come to school wearing beanies and scarves. They were also able to purchase hot chocolate and have a sausage sizzle.

Literacy Week:

During Literacy week students participated in various activities related to literacy. Students had a book parade where they dressed up as their favorite character and watched the teachers perform a small play about overcoming bad intentions. Students participated in a Spelling Bee as well as a Literacy Quiz. Students were also encouraged to bring in their favorite books to share throughout the week.

Harmony Day:

Harmony Day was celebrated by organising a day where students wore orange T-shirts to support the harmonious environment in the school and in the community. PowerPoints were run in classes on Harmony Day to inculcate in students the importance of Unity and Diversity. Gold coin donations were collected which went towards various charities. Students and the choir were also taken to Oz Funland in Campbelltown to help further promote harmony in the community.

E- Safety week:

During E-Safety week, students looked at various ways to stay safe online. They were able to watch various videos of scenarios on how to stay safe and were then involved in making a poster on staying safe online.

Healthy Lunch Week:

Healthy Lunch week helped to promote healthy eating to students. Students were taught about and shown what types of food to bring to school in order to stay healthy. They then had a class picnic at the end of the week to further reinforce the importance of healthy eating.

Macarthur Young Champion:

The Macarthur Young Champion is a prestigious award given to students active in the community. Students nominated for the award needed to show how they have contributed to the community. This could be via sports, arts or educational programs. Many of our students were in the finalists for the awards.

After-school Cricket workshops for girls:

Female students in years Kindergarten to Year 6, were able to participate in an After School Cricket program which was aimed at promoting a love of sport and cricket within our community. During these sessions students were involved in learning various skills, such as batting, throwing and catching.

Macarthur Children's Festival:

Students from the SRC and volunteers from Years 5 to 10 were involved in the Macarthur Children's Festival. On the day, the students had many responsibilities including: setting up stalls; helping stall holders throughout the day; presenting a song by the school choir; being flag bearers and leading the annual march around the park; They also helped cleaning up at the end of the day. The community was impressed by their behaviour and willingness to assist.

Eid Mubarak Day Campbelltown:

The Campbelltown Eid Mubarak Day was held in Minto and celebrated the Islamic Eid festival with the community. The school choir presented a song. Afterwards, students were encouraged to walk around the various stalls with their families.

Invictus Workshops:

Invictus Solutions ran an incursion for High School students. They focused on teaching skills related to resilience and strong Mental Health. Students also looked at how to stay safe online, respond to bullies, and manage study time. This program ran as a series of workshops throughout the year.

Anti-bullying Day:

Various activities were undertaken by various stages in the school. The students in Kindergarten-Year 2 grades participated in colouring sheet activities based on social inclusion. Years 3 and 4 completed activities and role plays based on Cyberbullying. Years 5 and 6 wrote poetry on the theme of bullying. High School students indulged in role play focusing on the effects of bullying, stereotyping, labelling and body shaming.

School Annual Iftar Dinner:

The school organised a large-scale iftar dinner for the student body. Various guests from the community were invited to participate. The event helped to promote the awareness of Islam and helped to bring our multi-cultural community together. The event was held at Al-Faisal College-Liverpool and run with the help of SRC.

Living Eggs:

Our Kindergarten students understood the life cycle of a hen through a live example. Chick eggs were delivered to the school and hatched in the accompanying incubator. The students were able to see the eggs hatching and chicks running around thus appreciating life and life cycles.

Reverse Interviews:

The school ran reverse parent interviews to understand students' social, academic and emotional needs better. The parents were asked questions about their children to better gauge their potential and cater to the individual needs of the students.

Sporting Schools Program:

The school participated in the Sporting Schools Program to enhance team spirit and improve students' skills in team sports. The value of a healthy and fit lifestyle was promoted through the program. The Sporting school program encouraged an active lifestyle in students who normally did not participate in sports. It had a positive response from girls and boys. AFL, basketball, and cricket programs were run.

Clean Up Australia day:

Clean Up Australia Day ensured the cleanliness of the whole school with areas allocated to various classes. The SRC designed posters, raising awareness regarding the importance of cleanliness and recycling. Class Captains and Vice Captains were then taken to the neighboring school to help promote Clean up Australia Day.

ANZAC Day:

ANZAC Day was commemorated in High School and Primary School, with students respecting the soldiers who made the ultimate sacrifice. The ANZAC Day protocols were followed during the ceremonies with the Last Post and Rouse being played before and after the one-minute silence observed to honour the soldiers.

Parent Seminar: Mastering Phonics Kindy Parents:

Kindergarten Parents were invited to the school to attend a seminar on Phonics and how to help their children at home. The organising executive went through the school's Phonics program and how students can practise at home. The parents were appreciative of the event and asked questions, while giving positive feedback.

Police Visit:

Throughout the year the local Police force sent out school liaison personnel to interact with the students. The police spoke to the primary and high school students about bullying and how to stay safe online. At the end of the year, the officers came back to participate in a friendly Basketball competition between students, teachers and officers.

Rail Safety Incursion:

Staff from Sydney Trains visited our students and spoke about how to stay safe on and around trains and train stations. The students were involved in various activities that promoted safety and respect for the trains, the stations and other passengers.

NRMA Transport Safety Incursion:

Students were involved in a Transport safety workshop led by NRMA. Students learnt about various ways to stay safe whilst travelling. They were taught about the importance of road safety, how to fit and wear a bike helmet correctly and how to ensure they are wearing a seatbelt correctly.

NAIDOC Week:

During NAIDOC Week students learnt about the importance of the Indigenous Australian Culture. As part of the activities, students completed a school wide collaborative artwork. The students were asked to wear a T-shirt in one of the colours of the Aboriginal Flag. They were then arranged into the shape of the Aboriginal flag and an aerial photo of the students was taken. They also completed a class collage which was then put together as a school jigsaw puzzle, paying respect to the Aboriginal elders.

National Tree Day:

Students learnt about the importance of Native Australian trees and how to look after the environment. Students needed to research and create a poster about a native Australian tree. They then needed to present the information in class. One student was chosen from each grade and given a native seedling as a prize, to help promote the importance of the Australian environment.

Inter-school Athletics Carnival:

Our first Year 5 and 6 Interschool Athletics Carnival was held in Term 3. Students had to both work with and compete against students from other Al-Faisal College schools throughout the day in various Athletics activities. Ribbons were given to the winners of the various games.

Athletics Carnival:

The rest of the school participated in Athletics Carnival along with High School and students in K-4 grades. It was an exciting day with students displaying sportsman spirit.

Elevate Workshop:

Students in High School participated in an Elevate Workshop. This workshop was dedicated to teaching students how to better manage their time whilst studying. Students were involved in acting out scenarios and reflecting on how they could have better utilised their time.

Matilda's Day:

To celebrate the success of our Women's Soccer team, the Matildas, at the FIFA Women's World Cup, the students were encouraged to come to school wearing the colours of the Matilda's uniform (green and gold/yellow). The students were able to play soccer at recess and lunch and discussed other major Australian women's sports teams.

Author Visit – Sean Sullivan:

During the school's Literacy week celebrations, Child Author Sean Sullivan was invited to speak to the students about writing a book. Sean is a twelve-year-old student at a local school. He published his first book when he was 10 years old. The students were excited to listen to how Sean started his writing career. During his visit, Sean read excerpts of his stories and gave various anecdotes which led to him becoming a writer. The students were inspired to go back to class and start writing their stories.

Minto Mall Relaunch.

Our choir was invited to attend the official Minto Mall relaunch. On the day, the students sang some of the songs they had learnt. They were also able to interact with prominent members of the community such as Campbelltown Mayor and various other Campbelltown Councillors.

Youth Eco Summit:

Students from Years 3, 4, 5 and 6 attended a Youth Eco Summit in Homebush. During the day, the students were able to interact with students from other schools. They were also able to learn about the various Australian environments as well as the Australian Flora and Fauna and how to look after them.

Remembrance Day:

The students observed a one-minute silence to honour the soldiers who made the ultimate sacrifice. This was done in each class at 11am on the 11th of November. The teachers talked about the significance of the day.

Humanitarian Drives:

Turkey/Syria Earthquake Appeal: To support the victims of the devastating Turkey/Syria Earthquake students wore a White Shirt and gave a gold donation. Students were also able to pre-purchase boxes of Krispy Kreme donuts. All proceeds went directly to the people affected by the Earthquake via Human

Ramadan Initiatives: The school organised various events during Ramadan. Our Ramadan events were great reminders to students about showing compassion and empathy to other people and how to appreciate all the blessings we have.

Humanitarian Letters: Students wrote letters and poems that were compiled into a book and sent to Human Appeal so that they could deliver the book from the Children of Al-Faisal College students to the Children of Gaza, advocating for Peace, Unity and Harmony. Students were also taught about the importance of compassion towards those less fortunate than them.

R U Ok? Day:

“R U OK?” Day is a National Day of Action dedicated to reminding everyone to ask, “Are you OK?” to each other and to remember every day of the year, to support their own and other people’s wellbeing. The mission of this day is to inspire and empower everyone to meaningfully connect with people around them.

In support of this initiative, Al-Faisal College - Campbelltown ran a yellow mufti-day where students were asked to wear appropriate yellow/ black mufti shirts in exchange for a gold coin donation. This money was for the “R U OK?” registered Australian charity. The students were also able to buy R U Ok? Merchandise along with face painting activity, where the faces were painted with tiger motifs with yellow and black.

Science Week:

Students enjoyed a variety of activities during the Science Week. A Science Quiz was held to encourage the students to think scientifically. The students also dressed up as famous scientists and discussed each scientist’s achievements and contributions. Science activities and experiments were posted by teachers on the school’s online platform Seesaw for the students to try at home. Students enjoyed all activities thoroughly.

Jersey Day:

Teachers and students wore a jersey of their favourite sporting team. There was also face painting for the students’ favourite team colours.

Fruit and Vegetable week:

During Fruit and Vegetable Week, students were encouraged to eat fruits and vegetables to stay healthy. Each day points were given to students bringing healthy food/fruits and vegetables to school.

Electrical Safety week:

The teachers talked to the students regarding Electrical Safety during the week. Various activities such as colouring competition for K-2, Comic Strip Competition for Years 3-6 were held and various prizes given. The teachers demonstrated the workings of electric circuits in class. The importance of staying safe around electricity and how to stay safe were reinforced during the week.

Ramadan Activities:

Students participated in various activities during Ramadan such as:

- Anasheed Concert
- Abaya Day
- Islamic quiz
- Quran recitation
- Islamic book fair
- Card exchange
- Showbags
- SRC Iftar dinner

Market day:

Year 9 students organised a Market Day for the rest of the school as a part of their Commerce assignment. The assignment included formulating business proposals, deciding products to be sold, budgeting, pricing etc. It was a successful event with the Commerce students gaining immense experience in money handling, accounting, and accountability.

Math Week:

The students in Primary school participated in the Marvelous Maths March; all class teachers organised mathematical activities in their classes and the students visited each class on a rotational basis. Various mathematical games, quizzes and puzzles were set up for the students to enjoy the wonderful world of Maths.

High School students participated in the Amazing Maths Race, where students enjoyed mathematical games related to problem solving in groups.

Multi-Cultural Harmony Day Festival:

The school choir participated in the Multi-Cultural Festival held at Whitlam Centre in Liverpool and performed the song “I am Australian” in 6 different languages representing all languages spoken by the larger school community.

Star Student of the Week:

Every class teacher nominated star students of the week. The award had resulted in huge motivation for the students and was awaited eagerly every week. The students received a star award and their name on the school noticeboard.

Theme 2: Outcomes and Results

We are proud to present Al-Faisal College - Campbelltown's Annual Report, showcasing our students' exceptional achievements in 2023. Our students excelled in the National Assessment Program – Literacy and Numeracy (NAPLAN) tests, demonstrating achievement levels well above the national average in reading, writing, spelling, grammar, punctuation, and numeracy.

Our Higher School Certificate (HSC) results in the previous year revealed outstanding performance compared to the state average, with numerous students achieving top bands across various subjects. A significant percentage of those Year 12 students attained their Year 12 certificate, demonstrating their academic diligence and readiness for future endeavours. These achievements underscored our commitment to academic excellence, diverse educational pathways, and the holistic development of our students, preparing them for a bright and successful future.

The diverse post-school destinations of our senior students highlighted their successful transitions into the workforce and further education. Notably, a substantial number of our graduates pursued higher education, reflecting the comprehensive support and opportunities provided by our college.

NAPLAN Achievement

Al-Faisal College - Campbelltown is proud to announce the outstanding results from our students in the National Assessment Program – Literacy and Numeracy (NAPLAN) for the 2023 academic year. Our students have demonstrated exceptional proficiency across all tested domains, including reading, writing, spelling, grammar, punctuation, and numeracy.

The 2023 NAPLAN results reflect the hard work and dedication of both our students and educators. This year, we observed significant improvements in the following areas:

- Reading: A higher percentage of students achieved above the national average, showcasing their enhanced comprehension and analytical skills.
- Writing: Our students excelled in the writing component, with a remarkable number scoring in the top bands, indicating their strong ability to articulate ideas effectively.
- Spelling: The focus on spelling accuracy has paid off, with our students outperforming many of their peers nationally.

- Grammar and Punctuation: The results highlighted our students' superior grasp of English grammar and punctuation rules.
- Numeracy: There was a marked improvement in numeracy scores, reflecting our commitment to fostering robust mathematical skills.

These achievements underscore Al-Faisal College's commitment to academic excellence and our strategic focus on providing a supportive and enriching learning environment. We extend our heartfelt congratulations to our students for their remarkable achievements and express our gratitude to our dedicated teachers and supportive parents for their unwavering commitment to educational excellence.

Further information regarding school performance in NAPLAN against State and National trends can be accessed from the MySchool website (<http://www.myschool.edu.au/>).

Below is a screenshot depicting the 2023 NAPLAN results, providing a concise overview. Dark green cells in the table indicate that the College performed significantly above the National Average, light green cells signify performance above average performance while white cells indicate results on the National Average.

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	479	546	542	537	485
Year 5	565	597	606	654	586
Year 7	572	600	607	629	616
Year 9	601	636	633	616	634

NAPLAN participation for this school is 100%

NAPLAN participation for all Australian students is 95%

As we look forward to the next academic year, Al-Faisal College – Campbelltown remains dedicated to continuous improvement and the pursuit of educational distinction. Together, we will continue to nurture our students' potential and prepare them for a bright and successful future.

Higher School Certificate (HSC) Achievement

Not Applicable as Al-Faisal College - Campbelltown only offered up to Year 10 for 2023.

Theme 3: Staffing

In accordance with the Teaching Accreditation (TA) Act, we are pleased to present the accreditation status of all teaching staff responsible for delivering the curriculum at Al-Faisal College - Campbelltown. This status reflects the standards and quality of our educators, showing our commitment to providing the best education for our students.

Teacher Standards

Teacher Accreditation

Teachers employed at Al-Faisal College - Campbelltown at the various levels of teacher accreditation in 2023:

Level of Accreditation	Number of Teachers
Conditional	3
Provisional	8
Proficient Teacher	34
Highly Accomplished Teacher (voluntary accreditation)	0
Lead Teacher (voluntary accreditation)	0
Teaching Non-NESA Subjects (Religious Studies)	5
Total number of teachers (excluding religious staff)	45

Additional information regarding total number of staff is available on the My School website:

<http://www.myschool.edu.au/>

Workforce Composition

At our school we embrace all faiths and backgrounds for all our staff and students. None of our staff members have identified as Aboriginal or Torres Strait Islander, but we strongly encourage applications from First Nations teachers and other staff.

Al-Faisal College - Campbelltown has a diverse workforce which, at the time of the 2023 census, comprised of 45 teaching staff and 20 non-teaching staff.

The following table reflects data captured in 2023.

Workforce Composition	Auburn School
Full-time equivalent teaching staff*	33.5
Full-time equivalent non-teaching staff*	11.1
Number of indigenous staff*	0

Additional information pertaining to Al-Faisal College's Workforce Composition is available on the My School website: <http://www.myschool.edu.au>

Theme 4: Attendance

Student Attendance

Student attendance rates continue to remain high. This data in the table below reflects the importance the College places on regular attendance and the positive learning environment we strive to create. We continue to be pleased with the students' attendance patterns and the efforts we undertake to promote consistent attendance for student academic success and overall well-being.

The College's attendance rate data is available on My School website: <http://www.myschool.edu.au/>

2023 School Attendance Rates	
Year Level	Attendance Rate (Campbelltown School)
Kindergarten	95%
Year 1	93%
Year 2	95%
Year 3	95%
Year 4	95%
Year 5	96%
Year 6	93%
Year 7	96%
Year 8	92%
Year 9	93%
Year 10	93%
Year 11	N/A
Year 12	N/A
School Average	94%

Management of Non-Attendance

Attendance of all students is checked on a daily basis by designated class and roll call teachers (K-10). Attendance is marked on the Student Management System – Sentral. The following procedures take place to record and monitor student attendance:

1. Attendance for students is from 8:30am to 3:30pm. Unless students participate in before or afterschool extension classes.
2. Attendance must be recorded by 9.30am on Sentral (K-10).
3. A print out of all daily student absences is issued to Head of College and posted in the staff room.

4. Students who are absent for three consecutive days are to be reported by the class/roll call teacher to the Head of College (K-6), Head of Welfare (7-10) and Office. The Office will contact parents of children who are absent for three consecutive days to seek explanation of absence. Parents are also required to notify the school if their child is absent.
5. Upon arrival back at school after absence, students must provide a medical certificate or satisfactory letter of explanation for their absence, signed by their parents. If no written explanation of absence is provided, absence is recorded as 'unexplained'. A large number of unexplained absences may also jeopardise enrolment at Al-Faisal College - Campbelltown.
6. Parents will be notified verbally and in writing if students have incurred unsatisfactory attendance records. As a guide unsatisfactory absence is:
 - i. K-12: 15 days or more per academic year
7. Class and roll call teachers, Head of College (K-6) and Head of Welfare (7-12) will monitor class rolls and report any concerns to the Executive Principal.
8. All student attendance records are kept within student files.
9. At the end of each term, total absences are tallied for that period and included on student reports.
10. Chronic absenteeism and/or continued lateness impacting a student's ability to satisfactorily meet school and curriculum requirements may jeopardise enrolment at Al-Faisal College - Campbelltown.
11. In such cases students may be placed on probation. A meeting with the Head of College may also be required if student attendance record does not improve.
12. The register of enrolments is retained by the school for at least 5 years before archiving.
13. The register of daily attendances is retained by the school for a period of 7 years from the date of last entry.

Theme 5: School Policies

The following school policies are publicly available on our school website:

- [Enrolment policy](#)
- [Child protection policy](#)
- [Anti-bullying policy](#)
- [Discipline policy](#)
- [Complaints policy](#)

The location of the full text of remaining Al-Faisal College - Campbelltown's policies can be accessed through our school website <https://afc.nsw.edu.au/policies>

Theme 6: Stakeholder Satisfaction

Teacher, Student and Parent Satisfaction

The opinions and ideas of parents, students and teachers are valued and sought. Their suggestions are incorporated into planning for and achieving improved outcomes for students. This year, the College used a variety of processes to gain information about the level of satisfaction with the College from parents, students and teachers. Surveys were collected across all three Al-Faisal College schools and analysed (see results below).

The College organised a number of student forums in order for students to provide feedback to the College on the level of student satisfaction and requests for additional facilities or provision of additional cocurricular activities. It is the school's position that engagement is an important outcome of schooling. Active student participation within the school and engagement in its grade, whole school and extra-curricular activities allows students to more easily identify themselves with the school, foster a sense of belonging that can help to promote a feeling of self-worth and assist students to become resilient learners.

As has been the case over the past few years, staff surveys have revealed a high degree of satisfaction by members of staff and the College enjoys a relatively low level of staff turnover retrospective of the large number of staff employed at the school.

Informal feedback from staff members and executive staff indicate also that staff are generally satisfied in all areas of the College.

Staff, Parent and Student surveys were conducted in 2023 and revealed high levels of satisfaction.

Parent Surveys*

We are pleased to share the positive outcomes from our parent body, which reflects the strong partnership and trust between our college and our parent community. A pleasing 86% of parents expressed satisfaction with the overall educational experience provided by Al-Faisal College, underscoring our commitment to delivering excellence in education. Moreover, 94% of parents indicated that they feel well-informed and involved in their child's academic journey, showcasing our transparent communication and collaborative approach to parent-teacher relationships.

We are also proud to note that 82% of parents expressed confidence in the safety measures implemented by the college, highlighting our priority towards creating a secure and conducive learning environment for all students.

We extend our heartfelt appreciation to our parents for their continuous support and partnership, which are integral to the success and growth of our students.

Staff Survey*

We are delighted with the overwhelmingly positive feedback we received from the school's staff during the year. It is heartening to note that 95% of our teachers expressed high satisfaction with the support provided by the administration, highlighting our commitment to fostering a nurturing and conducive work environment. Furthermore, 92% of our teachers reported feeling valued and appreciated, a testament to our efforts in recognising and celebrating their contributions to our academic community. We also take pride in the fact that 97% of our teachers expressed confidence in the college's vision and direction, reflecting our collective dedication to excellence and continuous improvement.

We extend our heartfelt gratitude to our staff for their dedication and passion, which play a pivotal role in shaping the educational experience at Al-Faisal College.

Student Surveys*

We are delighted to share the encouraging feedback received from our students received throughout the year, reflecting their engagement and satisfaction with their educational experience at Al-Faisal College. An impressive 88% of students reported feeling supported and encouraged by their teachers, highlighting the dedication and commitment of our staff in fostering a positive learning environment. Additionally, 89% of students expressed satisfaction with the academic resources and facilities provided by the college, showcasing our investment in enhancing the educational infrastructure for student success. Furthermore, 83% of students indicated that they feel respected and valued as members of our academic community, reflecting our commitment to diversity and inclusion.

We extend our sincere thanks to our students for their valuable feedback, which guides us in continuously improving and enriching their educational journey at Al-Faisal College.

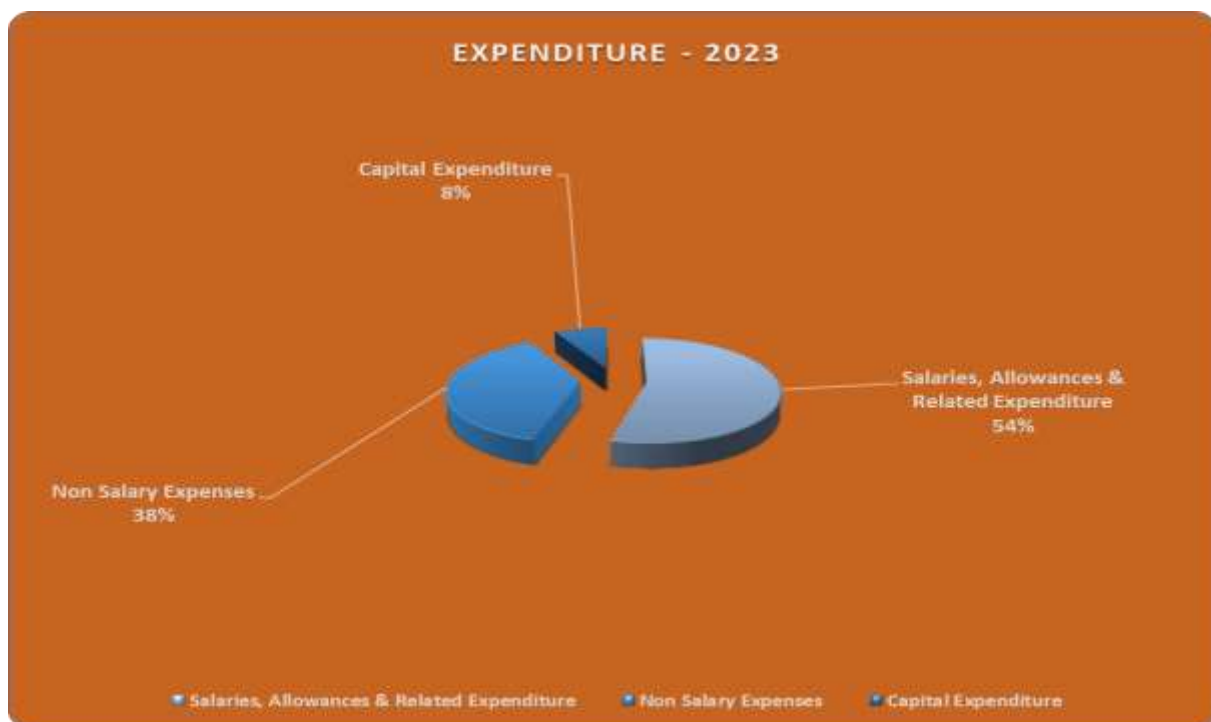
*Survey results also include responses from all Al-Faisal College schools.

Theme 7: Summary Financial Information

Pie Chart - Recurrent/Capital Income

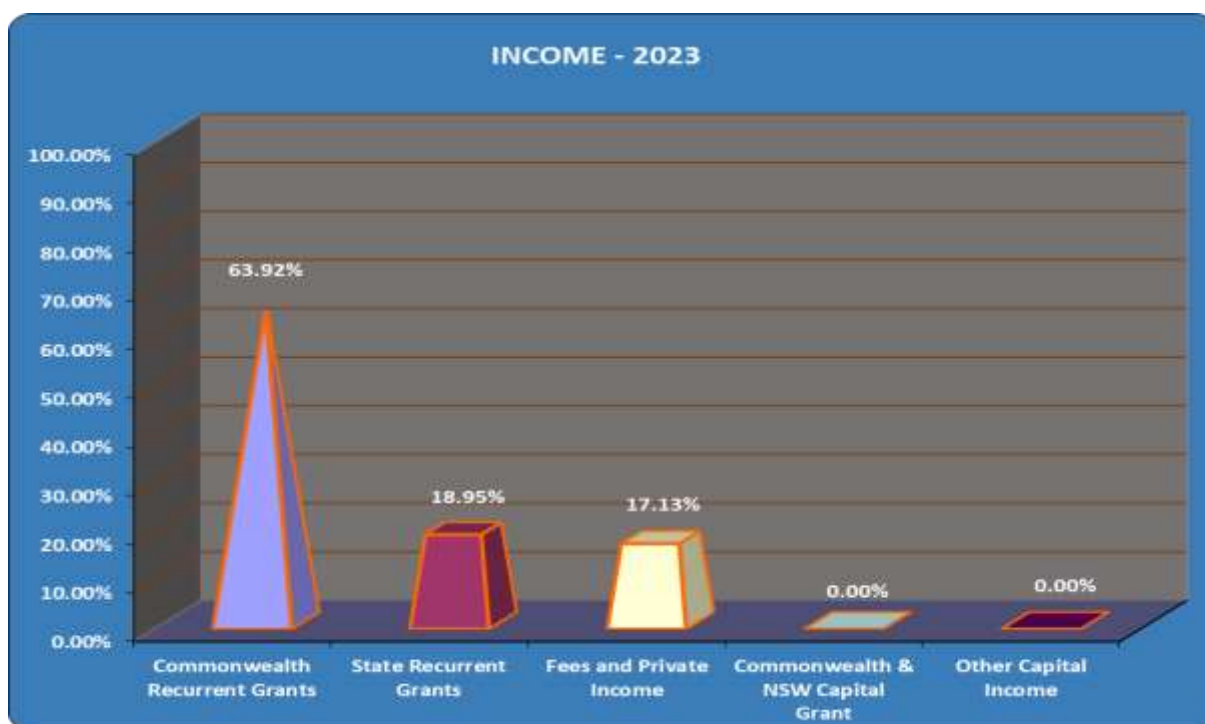


Pie Chart - Recurrent/Capital Expenditure

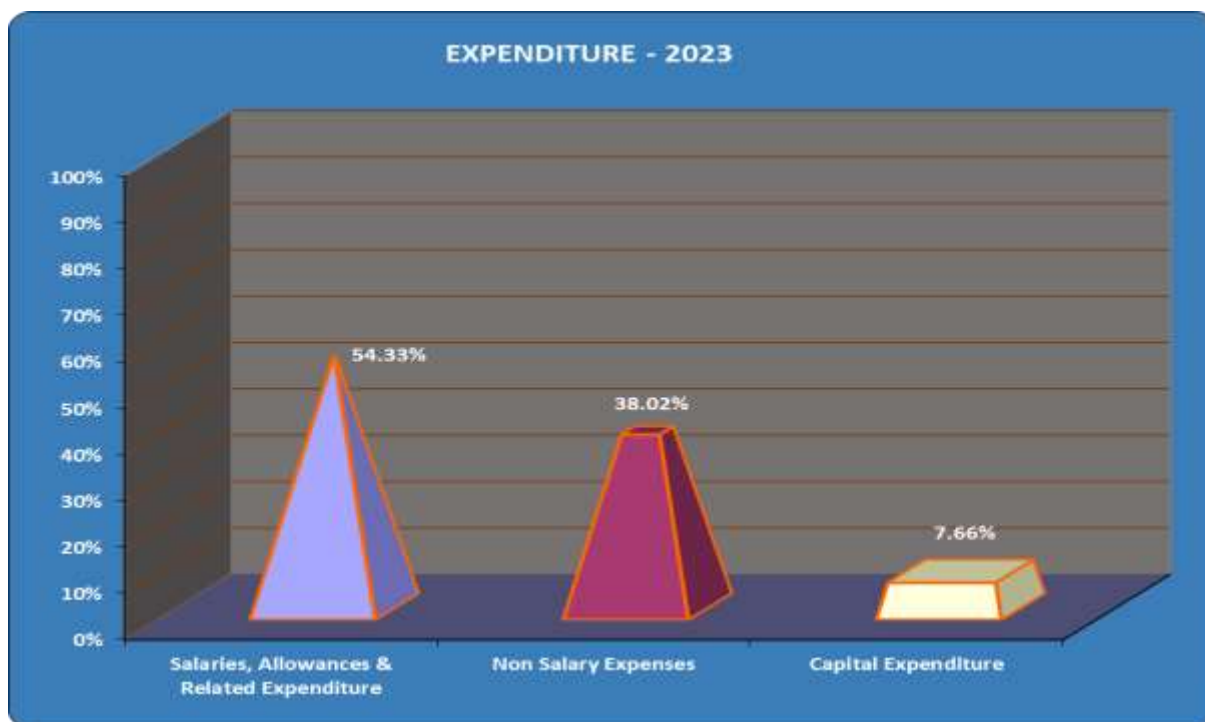


**Note: The expenditure percentage for each category is in relation to the total expenditure incurred by the School during the financial year.*

Column Chart - Recurrent/Capital Income



Column Chart – Expenditure



**Note: The expenditure percentage for each category is in relation to the total expenditure incurred by the School during the financial year.*