



ARKANA COLLEGE STRATEGIC PLAN

2022 – 2025

Published 21-September 2022

VISION

Empowering students to become knowledgeable, confident, and value-driven Australian Muslim leaders in the global community.

MISSION

We deliver quality education to students in an Islamic environment through:

- Dynamic, engaging, and innovative teaching methods,
- A nurturing school setting, and
- Instilling positive values throughout everything we do.

VALUES

Adab (Manners)

Confidence

Empowerment

Generosity

Integrity

Responsibility



VISION MEANING/DEFINITION

- **Empowering students:** we will give students the skills and resources they need to become successful and value-driven Australian Muslim leaders.
- **Knowledgeable:** we will actively inform and educate students in a way that prepares them for the world. At Arkana, we're inspiring students through knowledge.
- **Confidence:** confidence will be developed and nurtured in three ways so that students are:
 - (a) assertive in their ability to communicate with others including adults.
 - (b) confident in being Australian Muslims and knowing and expressing their identity in today's society.
 - (c) confident to chase their dreams no matter how ambitious.
- **Value-driven Muslim leaders:** these are leaders who live their life by a set of principles and values and motivate others around them to do the same. Leaders don't have an age, nor do they have a certain number of followers, instead leaders are people who drive themselves and others towards an outcome – a vision – grounded in Islamic principles.
- **Global community:** at Arkana we are preparing our students for the world around them, beyond the boundaries of the local communities they reside in.

VALUES MEANING

STUDENTS AND STAFF	STAFF ONLY
ADAB (MANNERS)	
I will role model the Prophet (saw)	I make it clear as to what good manners are
I will treat others with kindness	I reward positive behaviours
CONFIDENT	
I believe in myself	I acknowledge student achievements
I uplift others	I use words that are inspiring
EMPOWERMENT	
I take part in all activities	I help students reach their full potential
I push myself to do great things	I stretch students' comfort zone
GENEROSITY	
I help others	I encourage students to support one another
I am compassionate and loving	I am empathetic towards my students
INTEGRITY	
I always do the right thing	I encourage students to do the right thing
I am trustworthy	I role model trustworthiness and honesty
RESPONSIBILITY	
I think of ways to do things better	I always educate in the best way possible
I take ownership of my actions	I encourage children to do their best

STRATEGIC PRIORITIES

To achieve its vision, Arkana College will pursue the following six strategic priorities:

1. ISLAMIC PRINCIPLES

Arkana College will foster an environment that incorporates Islamic principles in its teaching programs, events, and school culture. Arkana College values an Australian Islamic Pedagogy that promotes values, concepts, behaviour, and perspectives based on Islamic teachings and traditions that inspire our students to be proud Australian Muslims grounded in justice, service, understanding and compassion to all. Arkana College and our Islamic pedagogy framework aims to produce young citizens who are cognisant of and responsive to global citizenship in a rapidly changing world. To achieve this Arkana College teaches Arabic, Quran, Islamic studies, and the Seerah of Prophet Muhammad, peace be upon him. The school also runs events, including Mawlid Al Nabi, Anasheed Concerts, Arafat Day, Islamic storytelling, Eid Al-Fitr, and Eid Al-Adha celebrations and a Ramadan program including a school community and multifaith iftar.

To continue to foster and nurture an Islamic environment, Arkana College will:

- Set achievement goals in the mainstream and Arabic, Quran, and Islamic Studies as a means of programming, assessment, evaluation, and reporting. This includes monitoring continual student progression in Arabic, Quran, and Islamic Studies.
- Ensure students will be able to read the Holy Quran fluently by the end of Yr. 4 and to have memorised Juz Ama (part 30) by the end of Yr. 6
- Divide Arabic classes into two streams from K-6 to cater for different ability levels.
- Widen the links with the Islamic community locally, nationally, and globally
- Ensure interactions with one another reflect the Islamic values espoused by the school and is in the spirit of the Tarbiyah pledge taken by all students.
- Integration of Islamic content to consolidate and support mainstream content in teaching/learning programs including the arts, physical education and sport, extracurricular activities, and support services and programs.
- Follow the example and character of the Prophet PBUH to enable students to be the best versions, be saved from the consequences of poor choices and sin, learn, and show forgiveness and compassion to others, be conscious of the Almighty, and strive for eternal life.
- Engage in programs and initiatives for students from K-6 that embody and reflect college and faith values and our service to humanity locally, regionally, and as responsible global citizens.

2. ACADEMIC STANDARDS/APPLICATION

Arkana College will nurture and educate each student in its care and provide the opportunity for each student to excel academically, socially, and emotionally.



Arkana College is working towards this objective today through its robust literacy programs such as: our reading comprehension and writing programs; Spalding; numeracy programs and various other programs in the field of sports, Arabic, and Islamic Studies.

In addition to these programs, Arkana College will also:

- Ensure outgoing achievement of reading and writing objectives, critical thinking, and development of communication skills of all students K-6
- Continue to develop Digital Literacy Program, with an emphasis on the Science and Technology programs K-6 and ensure the continual upgrade of computer hardware in the school
- Nurture the teaching and learning as well as physical wellbeing of students and staff through diverse programs.
- Drive our Yr. 6 cohort so that 15% are offered a position in a state selective school in Yr. 7 and Islamic/Independent school equivalent
- Develop the Extension program for all students and as an OC equivalent for Yr. 5/6
- Track and report on growth data including pre/post testing to show progress and growth
- Familiarise and Implement the New Syllabus for 2022-2024:
 - Familiarisation and Implementation of New K -2 Maths/English Syllabus for 2022/2023.
 - Familiarisation and Implementation of New 3 - 6 Maths/English Syllabus for 2023/2024.
 - Including relevant internal and external Professional Development.
- External benchmarking in literacy, numeracy, and science for selected students.

3. BEST-IN-CLASS EDUCATORS

Arkana College will develop best-in-class educators that instruct its students in a way that is dynamic, engaging, and innovative. The staff at Arkana College continue to play a leading role in meeting the needs of students. Staff will engage in ongoing professional development that will keep them up to date with new curriculum, pedagogy on how students learn, innovative practices and emerging technology.

To continue developing best-in-class educators, Arkana College will:

- Provide ongoing professional development for all teachers in all KLA's as well as ongoing mentoring from more experienced teachers to less experienced and New Scheme Teachers.
- Check all assessment, programs and scope and sequence charts annually to ensure innovation and compliance remain at the forefront of our school's mission and vision.
- Improve the general health and wellbeing of staff by ensuring systems, protocols and procedures are considerate of staff and their private lives.
- Encourage collegial experiences through lesson observations, staff bonding and team building days and activities
- Appoint a mentor/ teaching/learning coordinator when the school grows to a full two-stream model that will see a reduction in average class sizes to 26
- Differentiate content in class as a whole school focus to meet the needs of all students.



- Implement a culture of thinking that includes scaffolding of ideas, set routines to promote independent learning, modelling the thinking process, regular feedback throughout the process and student reflections on what they have done/learnt
- Actively promote the seven general capabilities of the Australian curriculum across all Key Learning Areas: Literacy; Numeracy; Digital and ICT Capability; Critical and Creative Thinking; Personal and Social Capability; Ethical Understanding; and Intercultural Understanding.

4. COMMUNITY ENGAGEMENT

Arkana College will continue to build, form, and drive strong relationships with the local and wider Australian community. This collaborative approach includes students, parents, the Islamic community, local charities, community organisations and other schools. Strong community relationships have enhanced the school's reputation, improved the school's ability to raise funds, and fostered a positive and open culture.

To continue to strengthen community bonds, Arkana College will strive to achieve the following goals where it complements the school's values as well as teaching and learning programs and does not adversely impact on delivering a high standard of education or on the welfare of students and staff.

- Grow engagement with parents and students through charitable projects, volunteering, service learning and social events including guest speakers,
- Broaden networks with other schools, local charities, community organisations and the wider community including an interfaith program with Jewish and Christian schools.
- Encourage student voice, agency and participation in all community events and initiatives
- Participate in regular inter school activities and competitions in sport, the arts, debating/public speaking
- Deliver a community service program focusing on the environment, aged care, young people living with a disability and the homeless
- Address bullying throughout the year and not just at annual workshops or events.
- Collaborate with partner schools, charities, and NGO's locally, nationally, and overseas
- Organise a Yr. 6 trip to an overseas partner school and to distribute humanitarian/education aid that is age appropriate
- Establish a biennial school Umrah tour for parents/students/staff
- Engage with Arkana Alumni through a digital platform, volunteer, and weekend/school holiday events
- Establish school holiday activity program and excursions
- Conduct annual surveys to get feedback from students, staff, and parent

5. WELL BEING



The wellbeing program at Arkana College is a partnership program between parents, teachers, and students. It seeks to provide students with effective strategies and support to be resilient and to cope with challenges in and away from the school environment. Our wellbeing programmes develop skills to identify, manage and promote mental health and wellbeing. Arkana College students are encouraged to be proactive and bold in constantly striving for individual progress and community wellbeing.

We seek to achieve this by:

- A whole school proactive approach to wellbeing including bullying and resilience building events throughout the year and not just isolated events.
- Pastoral care to include both chaplaincy and counselling including access to a female resource to cater for the many concerns older girls may not wish to share with a male chaplain
- Wellbeing days and workshops to make wellbeing engaging, interactive and visible

Three level approach to well-being

Student:

- Well-being groups at transition points
- Mentoring for Yr. 5 and Yr. 6
- Universal evidence-based programs for anti-bullying
- Access to school counsellor
- Access to evidence-based gaming, social media, and body image programs

Parent:

- Universal evidence-based parenting program for pre-kindy parents and new Arkana parents.
- Goal driven and evidence-based parenting program for families that need further support
- Pathways to mental health support
- Pathways to social support

Staff:

- Staff well-being programs and access to Employee Assistance Programs (EAP)
- Career mentoring program
- Ongoing professional development in mental health, trauma, and other well-being issues.
- Access to meditation/mindfulness or similar
- End of year anonymous survey.

6. FUTURE GROWTH

Arkana College prides itself as a reputable, harmonious, and highly capable primary school catering for students from Kindergarten to Year 6 with a Pre kindy.

Today, the school currently serves the needs of approximately 200 students. However, the surrounding community continues to grow, placing additional demand on Arkana College for more capacity that it cannot currently meet as well as demand for a high school campus. The school will need to expand its size to take on any additional students. As such, the Board will strive to meet the needs of the community by expanding the size of the school by raising funds, acquiring nearby land, and constructing additional classrooms and facilities.



The Board however will only consider goals to expand in size, increase enrolments or start a high school after detailed feasibility studies and business plans demonstrate that these projects are financially viable and that the brand integrity of Arkana College and its core values are not affected or lost in the process to grow.

These goals include:

- A strong and cohesive board with responsible financial management of the school by guaranteeing the school's protocols around the management of funds is adhered to and regular cash flow / budgets are generated and updated whenever necessary. This includes raising funds for projects to meet additional costs and services.
- Refurbish the current site with resurfacing main play area with Astro turf and move existing play equipment to the rear of 340 Stoney Creek Road
- Prepare a DA to increase numbers at existing site with council.
- Clear property on Rayment street to expand the existing primary school and/or put in place 2 x GLA's, 1 science lab to establish Yr. 7 (2024) and Yr. 8 (2025)
- Look for/secure commercial property 2023/2024 to be ready for students to move in by 2026.
- Transition the current campus to move to a 2-stream model by 2026

Strategic Plan Review Process

The strategic plan will be reviewed quarterly to ensure the following:

- Analysis to ensure activities are kept within the parameters of the agreed strategic aims and objectives
- Appraisal to ensure that activities are consistent with the vision, mission, and values of Arkana College
- Use information collected to show the educational and holistic benefit of activities to students and staff
- Review of internal and external influences which may require adjustments to the school's strategic plan, or which may affect the ability of the strategic plan to achieve its objectives