

2023-2026

Education Plan 2023 -2026



Muslim Association of Canada (MAC)

The Muslim Association of Canada (MAC) is a Canadian, independent, national, faith-based, charitable organization, that provides spaces, services and programs for holistic education and personal development for Canadian Muslims. In addition, MAC focuses on building communities and strengthening neighborhoods nation-wide, through services and collaborations with groups from different religious, ethnic, and racial backgrounds.

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.

Over the past two decades MAC has grown to be the largest grassroots Muslim organization with a national reach rooted in strong local chapters in 14 cities across Canada. MAC has 50 institutions ranging from full-time school, community centers, weekend school, and child-care centers. In all, MAC serves more than 55,000 community members weekly.

Providing parents with excellent educational alternatives is paramount. It is fundamentally important that parents have as much ability to choose the path in the education of their children. We take this very seriously and over the years we structured many options for parents to choose from.

MAC constructed its educational model on two main ideals: Firstly, the premise that every youth has the potential to be a leader. This premise is encompassed in the noble prophetic tradition “all of you are a guardian, and are responsible for what is entrusted with”. Equally important, the second premise, which is the basis of community capacity building, is that no one is without capacity. It just often needs to be developed. Our educational program was developed for nurturing and developing this potential through fostering the development of agency, connectedness, and competence in children as they pass through the phases of becoming youth and then young adults.

Integrated within this curriculum is:

- To continuously enhance the student learning outcomes.
- To ingrain a greater spiritual awareness that leads to a meaningful connectedness to Allah (God) and His creation.
- To build a stronger moral foundation.
- To cultivate a greater sense of civic responsibility. To inculcate a deeper connection to the community.

Through our planning cycle, we built our strategy around these objectives.

1. Building inclusive and safe learning spaces:
 - a. Secure modern infrastructure through acquisition or lease arrangements to operate schools that meet community needs.
 - b. Create a safe and inclusive environment that is conducive to learning.
2. Ensure fiscal responsibility and stability:
 - a. Ensuring implementation of the financial procedures and guidelines for budgeting, reporting, and auditing.
 - b. Resource allocation.
 - c. Securing additional revenue to cover any financial deficits.
3. Fostering a collaborative culture of high expectations for teaching and learning which nurtures our Islamic values.
 - a. Optimize and expand programs to build a students' school and classroom leadership.
 - b. Enhance programs to build academically engaged students that demonstrate pathway thinking.
 - c. Enrich and improve programs to integrated character education program.
 - d. Enhance recruitment, retention, engagement, capacity and leadership of highly effective staff.
4. Encouraging good stewardship of resources by building leadership and management capacity through:
 - a. Leveraging and sharing best practices
 - b. Identifying opportunities for continual improvement

Continuous Improvement Process



Accountability Statement

The Education Plan for MAC Islamic School Calgary was prepared under the direction of the Board in accordance with its responsibilities under the *Private Schools Regulation* and the *Education Grants Regulation*. This document was developed in the context of the provincial government's business and fiscal plans. The Board has used the results reported in the document, to the best of its abilities, to develop the education plan and is committed to implementing the strategies contained within the plan to improve student learning and results.

MAC Islamic School Calgary's Budget will be available on www.macislamicsschool.ca.

The Board approved this Education Plan for 2023-2026 on May 15, 2023.

Required Financial Resources

Some strategies outlined in this plan depend on funding. The strategies will be implemented as funding becomes available. Some items may not be fulfilled in their entirety and will be completed progressively as according to our school's financial capability.

The amount of funding required has not yet been finalized for some of the strategies in this plan. As such, the specific amounts required may not be stated for those respective strategies at this time.

Engagement

The three-year education plan was developed with the input of all stakeholders through multiple methods. Regular meetings throughout the year were conducted with parents and the parent's council to collect input and feedback. Surveys were developed and distributed to engage parents, students, donors, and volunteers on school improvement. Factors such as survey results, teacher feedback and student assessment results were considered when setting priorities. The local management committee and School Board were engaged collaboratively in the preparation of this document. After engaging all stakeholders in the planning process, the leadership team finalized the document.

Foundation Statements

Confident, strong, healthy children are the cornerstone for a bright and prosperous future. Built around an integrated educational model at the school and beyond, our programs create many growth opportunities.

MAC school programs are built within an integrated educational model aimed to create growth opportunities for students across. We strive to:

- Provide high quality and viable alternatives for parents.
- Enhance academic achievement.
- Develop attitudes and behaviors for healthy living.
- Enrich the curriculum through:
 - Getting children physically active by helping them explore their abilities in sports and build their passion for physical fitness;
 - Providing students with comprehensive exposure to science, technology, and the world at work, including appreciation for the environment;
 - Developing students' artistic and creative talents;
 - Developing strong leadership skills and instilling a strong social and community consciousness.

Another foundational aspect of our educational program is the character-leadership initiative known as MAC iRISE. This is a research-intensive, evidence-based and community-driven integrated character education program whereby students will learn how to embody Islamic values, rooted in developing a strong relationship with Allah, while acquiring relevant life skills to help students meet the challenges of the 21st century. This will be demonstrated by the students:

- embodying the Islamic character;
- being inspired to reach their full potential;
- having a strong sense of responsibility and care, exercised through ethical engagement as global citizens;
- being prepared to RISE above the challenges that they will most certainly face.

MAC Islamic School Calgary

The Muslim Association of Canada (MAC) established the MAC Islamic School (MIS) Calgary in 2017. MIS Calgary is full-time accredited Elementary and Jr. High school serving children from pre-school to grade 9. We currently have over 200 students from varying cultural backgrounds. At MIS Calgary we are committed to mainstreaming Islamic values and teachings in all subject areas. We implement the Alberta Education Program of Studies along with Quran, Arabic, and Islamic Studies.

Vision

To inspire a love of learning while building Islamic character to please Allah (SWT).

Mission

MAC Islamic School provides students the necessary tools to be righteous Muslims, innovative thinkers, and successful lifelong learners through quality inclusive education in an Islamic environment.

The purpose of our mission stems from our bearing witness to the Oneness of Allah (God), the Creator of all things and the teachings of Prophet Mohammad (PBUH). Our curriculum is informed by these Islamic moral and ethical imperatives. Those moral values are the foundation of the character-building mandate entrusted to us and expected by our parent community. Through it, our students will develop a strong Muslim-Canadian identity, embody universal values and acquire relevant life skills to meet the 21st-century challenges.

Values

- Respect
- Responsibility
- Collaboration
- Patience
- Excellence

Objectives

- To deliver a high standard of holistic education and develop the knowledge, understanding, skills, values and attitudes for success.
- To nurture and develop intellectual curiosity, creative and critical thinking and an enthusiasm for lifelong learning.
- To nurture the whole child and develop his or her intellectual, social, emotional, physical, character and aesthetic development.
- To foster understanding, appreciation and respect for individual and cultural differences, and celebrate and share our individual and cultural diversity.

School Priorities

- To provide high quality learning opportunities.
- Optimize and expand programs to build students' Islamic character and mindset.
- Support the holistic health and wellbeing of students.
- MAC Islamic School Calgary is well governed and managed.

Priority #1: To provide high quality learning opportunities.					
Provincial Domain	Outcomes	Strategies	Responsibility	Financial/Required Resources	Measures
Student Growth and Achievement Teaching and Leading Learning Supports	1) Learners reach and/or exceed literacy and numeracy levels according to the Alberta Program of Studies.	<ul style="list-style-type: none"> Collaborative Staff Meetings provide information for responsive instruction in the areas of literacy and numeracy. <ul style="list-style-type: none"> Teachers share experience and knowledge Teachers research topics and present to the staff Workshops from other professionals from outside of the school Responsive instruction to meet student needs. A focus on purposeful summative and formative assessment practices to improve student achievement in numeracy. Diagnose all students, by using Fountas and Pinnell Benchmark Assessment and local exams. Use the data/results from these assessments to plan for student learning. Lens and CC3 assessment. Effective admission screening process for new students, who must meet the school's minimum requirements in all areas, including behavior and literacy/numeracy proficiency. Participate in the Calgary Regional and National Science Fairs Teachers will prepare students for the SLA and PATs by: <ul style="list-style-type: none"> Enrichening the Language Arts and Math programs. Provide all students with study guides (PAT). Working collaboratively with parents throughout the year, and host "meet the parent nights," to prepare the students for the PAT, and to provide the students and parents with strategies for successful test writing. 	All teachers All teachers + Admin Homeroom teachers + math teachers for older grades Admin Grades 5-9 teachers Grade 3, Grade 6 and Grade 9 teachers Homeroom teachers Homeroom teachers Wellness/health teacher	<ul style="list-style-type: none"> Raz Kids premium account Enhance the School Library by having more chapter books LENS PAT study guides Access to exam bank for students in grades 6-9 Fidgets, noise-proof headphones PD sessions on using educational assisting tools Host practicum EA students 	Provincial Measures <ul style="list-style-type: none"> Provincial Achievement Test results (grade 6 and 9) Local Measures <ul style="list-style-type: none"> LENS Assessment (K-2) CC3 Assessment (1-3) SLA MIS Entrance screening in all areas Anecdotal evidence (staff meetings) Weekly Corner and observation Fountas and Pinnell Benchmark Assessments results Raz Kids Benchmark Assessments (KG-4) Initial-assessment for literacy & numeracy in September Academic Empowerment Program (AEP) screening in September

		<ul style="list-style-type: none"> • Teachers coach students on how to be independent in their own learning and monitor their own work ethic. • Emphasize the school's mission and vision to all parents and students through the Open House/Curriculum Night, and parent-teacher conferences. • Provide junior high students with high school transition strategies. <ul style="list-style-type: none"> ○ Orientation ○ Teach goal-setting/planning skills ○ Arrange a visit to a high school • Provide at-risk students with services to help them overcome all challenges, i.e. AEP, Language Support, Speech Pathology, etc. • Create opportunities for community partnerships that provide literacy support for students and families. • Early screening prior to grade 1 to detect early academic and behavior challenges. • Utilize the Fountas & Pinnell Leveled Literacy Intervention (LLI) to help provide effective small-group instruction for at-risk students in grades 1-3 <ul style="list-style-type: none"> ○ Teachers will be trained on how to use the F&P LLI system ○ All teachers will be assigned to specific students in their assigned duty block - <i>Academic Empowerment Program (AEP)</i> • Provide the students with clear and consistent expectations in the form of rubrics and marking schemes. • Integrate explicit literacy skills and strategies in all subject areas and grades. • Implement the UDL (Universal Design for Learning) to create resourceful, knowledgeable, strategic, goal directed, purposeful and motivated learners, teachers must: <ul style="list-style-type: none"> ○ Provide Multiple Means of Representation ○ Provide Multiple Means of Action and Expression ○ Provide Multiple Means of Engagement 	<p>Admin + homeroom teachers</p> <p>School career counsellors/mental health counsellors</p> <p>Admin</p> <p>Behavior specialists, Occupational therapists</p> <p>All teachers</p> <p>All teachers</p>		
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	<p>2) Learners are educated in an environment that respects diversity and is inclusive (safe and caring environment)</p> <p>(Ongoing)</p>	<ul style="list-style-type: none"> Continue to support and promote a Culture of Wellness within the Quality Learning Environment. Students celebrate Orange Shirt Day and National Indigenous Day as a school to build FNMI awareness and empathy. Students celebrate multicultural day (One Ummah Day) to celebrate their own cultures in school. Give students the opportunity to link their cultures to concepts being learned in class. Truth & Reconciliation Month (September) History Month (June) Black Islamic History Month (February) speaker inclusive environment /iRISE and Islamic connections World Hijab Day Mental Health Week (May) iRISE and WEP programs nurture a safe and caring environment. 	<p>Field trips</p> <p>All teachers</p> <p>All teachers</p> <p>All teachers, iRISE and WEP</p>	<p>Meaningful field trips (all grades)</p> <p>Invite elders to teach about FNMI principles Alefbata Website subscriptions</p> <p>WEP Support with culture teachers or elders</p> <p>Field trip to the Glenbow Museum</p> <p>WEP will conduct a mental health week poster and coloring contest</p>	<p>Provincial Measures</p> <ul style="list-style-type: none"> Survey measure of Safe and Caring Survey measure of <i>Student Inclusion and Access to Supports and Services*</i> <p>Local Measures</p> <ul style="list-style-type: none"> MAC Student Survey MAC Parent Survey
<p>Teaching and Leading</p>	<p>3) Learners have excellent teachers, leaders, and school authority leaders.</p> <p>(Ongoing)</p>	<ul style="list-style-type: none"> Teachers are supervised and/or evaluated using the Alberta Education Teaching Quality Standard. Effective teacher evaluation and mentorship programs. MIS Leadership Team offers mentoring and coaching to its teachers new to the profession. MIS offers a variety of professional learning opportunities to build the capacity of school staff. MIS offers a variety of professional learning opportunities to build and enhance leadership capacity of its school administration. MIS provides teachers with trained support staff to meet literacy and numeracy goals. 	<p>Admin</p> <p>Admin</p> <p>Admin</p> <p>Admin</p> <p>Admin</p>	<p>More useful workshops that will benefit all staff</p> <p>More teaching resources for teachers</p> <p>Having more substitute teachers</p> <p>Create a positive and welcoming environment to promote the school and attract teachers and parents</p>	<p>Provincial Measures</p> <ul style="list-style-type: none"> Survey measure of Education Quality <p>Local Measures</p> <ul style="list-style-type: none"> Teacher observations and evaluations Teacher reflections MIS Teacher Questionnaire
<p>Learning Supports</p>	<p>4) Improve and enhance student learning</p> <p>(In 3 years)</p>	<ul style="list-style-type: none"> Facilitate access to various resources to support diverse learners: <ul style="list-style-type: none"> Standardized assessment tools throughout the school. Provide teachers with varied and up to date resources. Maintain the quality of the Smartboards in every class. Build and enhance the use of the science lab. Maintain Chromebooks/laptops. Maintain the school library. Support from Providence for speech and language therapy. Engage in school-wide educational activities: <ul style="list-style-type: none"> Science Fair Athletics/intramurals 	<p>Admin needs to ensure that these resources are accessible to teachers</p> <p>All teachers</p> <p>All teachers</p>	<p>Admin should take responsibility for creating educational activities</p> <p>More science equipment: beakers, space to be able to do experiments, more hands-on activities</p> <p>More manipulatives for math and Literacy</p>	<p>Local Measures</p> <ul style="list-style-type: none"> Our School Survey Focus Groups Availability and use of resources (science lab, technology and EAL support)

		<ul style="list-style-type: none"> ○ Spelling Bee ● Participate in province-wide educational fairs and competitions ● Provide students with inquiry-based learning opportunities and projects to allow students to take initiative in their own learning. ● Use learning resources such as Raz Kids and educational websites to support diverse learners. 	<p>Admin</p> <p>All teachers</p> <p>All teachers</p>		
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Priority #2: Optimize and expand programs to build students' Islamic character and mindset.					
Provincial Domain	Outcomes	Strategies	Responsibility	Financial/Required Resources	Measures
<p>Local and Societal Context</p> <p>Student Growth and Achievement</p>	<p>1) Learners live and love Islam (Students model Islamic character)</p> <p>(Ongoing)</p>	<ul style="list-style-type: none"> ● Maintain the morning assembly by involving students in reciting Quran and hadith ● Incorporate student-led initiatives to focus on the iRISE values ● Invite speakers to conduct iRISE workshops ● Pray daily at school (grades 3/4-9) ● Integrate Islamic perspective and Prophet Mohammed (peace be upon him) traditions into lesson plans and scenarios ● Character acknowledgment of iRISE assemblies <ul style="list-style-type: none"> ○ Align with the sub-values being covered in class ● Discipline policy is Islamic-based <ul style="list-style-type: none"> ○ Problem-Solving Form will require students to reflect on which iRISE value they need to work on ● Our attire represents Islamic Values ● Have an Annual Quran Challenge and Hadith Competition ● Celebrate Ramadan and Eid ● World Hijab Day ● Educate students about a special day in Islam, such as Israa and Miraj ● Provide students with an orientation about building Islamic Character and how it can benefit students ● Invite parents to volunteer for Islamic events ● Gender Education for grade 4 and up ● Make Tafakur (contemplation) field trip and camp ● Anti-Bullying initiatives (sessions on cyberbullying and digital safety) 	<p>Quran, and Islamic Studies Teachers</p> <p>All Teachers</p> <p>Community Imams</p> <p>WEP</p>		<p>Local Measures</p> <ul style="list-style-type: none"> ● Percentages of teachers, parents and students who are satisfied that students model the Islamic character (survey) ● Students displaying muraqabah/resilience/Growth Mindset/Grit

Priority #3: Support the holistic health and well-being of students.					
Provincial Domain	Outcomes	Strategies	Responsibility	Financial/Required Resources	Measures
Student Growth and Achievement Learning Supports	1) Students demonstrate the knowledge, skills, and attitude required to improve their mental health and well-being. (Ongoing)	<ul style="list-style-type: none"> • Create opportunities for the Wellness Empowerment Program (WEP) to support the school community: <ul style="list-style-type: none"> ○ Social and emotional skills will be taught ○ School Nurse ○ Anti-bullying initiatives ○ Teachers' capacity to understand mental health/illness and how to support students ○ Parent information sessions ○ Support the mental health and well-being of staff and parents, as well as students • Build mental health capacity in students, teachers and families to help develop mental health literacy • Support students and parents to access health and community resources 	Admin All teachers Mental health specialist/counsellor Admin/Wellness Coach-WEP WEP Wellness coach Wellness coach/ All teachers Wellness coach Admin/School Psychologist/WEP	Mental health workshops for teachers and admin that focus on how to deal with students who are going through a crisis Connecting students to mental health resources provided by different organizations such as AHS and other youth resources ASSIST training Psychological First Aid training Handle with Care	Local Measures <ul style="list-style-type: none"> • MIS Student Survey • Parent feedback • Teacher observation of student behaviors with regards to social and emotional skills
Student Growth and Achievement	2) Students maintain regular physical health and develop positive habits for healthy lifestyles. (Ongoing)	<ul style="list-style-type: none"> • Integrate physical activity throughout the week: <ul style="list-style-type: none"> ○ During recess ○ Physical Education classes ○ Intramurals and sports clubs ○ Body breaks during lessons ○ Use the "Total Physical Response" method throughout the session • Promote a healthy and balanced diet. • Maintain the playground 	All teachers All teachers + WEP Admin		Local Measures <ul style="list-style-type: none"> • Availability of supplies/resources for physical activities • Availability of opportunities for students to participate in physical activities

Learning Supports	3) Students can access the support that they need to be successful in their holistic wellbeing at school. (Ongoing)	<ul style="list-style-type: none"> Develop means through which to further support students who struggle with mental and behavioral wellness through increasing capacity of classroom strategies Identify students who are struggling with their mental wellbeing, and facilitate early intervention by referring these students and their families to the appropriate support services 	Admin Teachers WEP	Provide training focusing on situations of crisis or a list of resources Referral to psychologists and OT	Local Measures <ul style="list-style-type: none"> Students demonstrate knowledge of tools/strategies and apply them when needed
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Priority #4: MAC Islamic School Calgary is well governed and managed.					
Provincial Domain	Outcomes	Strategies	Responsibility	Financial/Required Resources	Measures
Governance	MAC Islamic School Calgary provides enhanced educational services as a result of effective strategic direction, policy implementation and management of fiscal resources	<ul style="list-style-type: none"> Implementation of MAC Islamic Schools vision and mission On-going and open communication with stakeholders Clarity in the roles and responsibilities of governing partners Fiscal resources are effectively managed and allocated according to priorities Continuous improvement is supported by evidence-based decisions Engage stakeholders with advisory committees, focus groups and surveys Review feedback and adjust policies and practices 	All teachers Leadership Team Board of Directors Admin Board of Directors Board of Directors Board of Directors Admin		<ul style="list-style-type: none"> Provincial student, parent, teacher survey MAC National student, parent, staff survey MAC Islamic School Calgary student, parent, staff survey Stakeholder (students, staff, families, volunteers, community members) feedback

Whistleblower Protection

MIS has drafted a Whistleblower policy using a template offered by AISCA (Association of Independent Schools & Colleges in Alberta). This policy may be subject to modification in the future to reflect the particular needs of MIS. Staff members have been apprised of this policy. There are no disclosures to report.

MAC Islamic School Calgary Education Plan 2023-2026

For more information regarding the *2023-2026 Education Plan*, please contact:

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