



MAC Islamic School Calgary

Education Plan

2023 - 2026

Year 2

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Accountability Statement

The Education Plan for the Muslim Association of Canada (MAC), commencing September 1, 2023 was prepared under the direction of the MAC Board in accordance with the responsibilities under the Private Schools Regulation and the Ministerial Grants Regulation. This plan was developed in the context of the provincial government's business and fiscal plans. The Board has used its performance results to develop the plan and is committed to implementing the strategies contained within the plan to improve student learning and results.

MAC Islamic School Calgary's 2023/2026 Education Plan can be accessed from www.macislamicsschool.ca.

The MAC Board reviewed and approved the 2023/2026 Plan on May 29, 2024.

Mourad Mhiri

MAC Board Chair

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 nationwide 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 schools, community centers, weekend schools, and child-care centers. In all, MAC serves more than 55,000 community members weekly.

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

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 to nurture and develop this potential by fostering the development of agency, connectedness, and competence in children as they pass through the phases of becoming youth and then young adults.

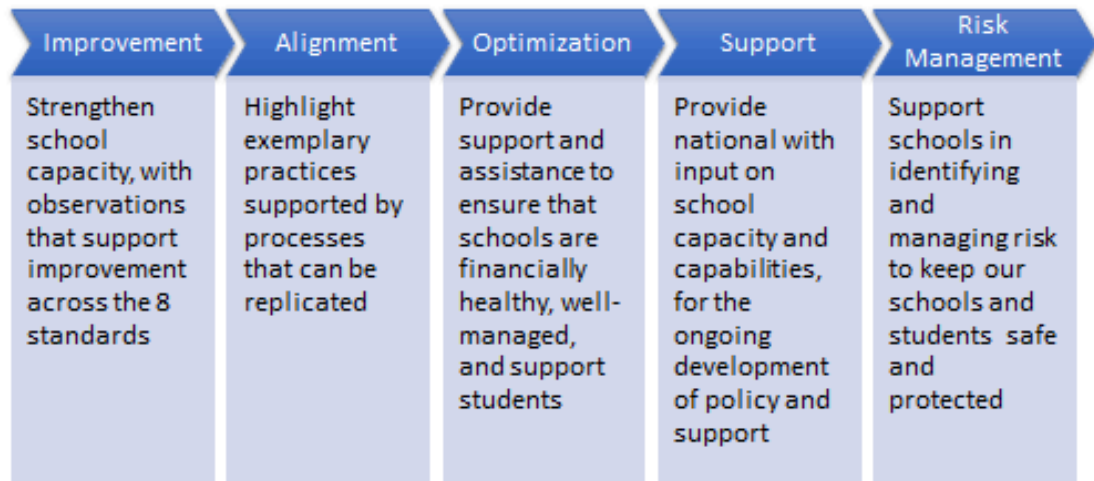
Integrated within this curriculum are:

- 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 budgeting, reporting, and auditing guidelines.
 - b. Resource allocation.
 - c. Securing additional revenue to cover any financial deficits.
3. Fostering a collaborative culture of high expectations for teaching and learning nurtures our Islamic values.
 - a. Optimize and expand programs to build students' school and classroom leadership.
 - b. Enhance programs to build academically engaged students that demonstrate pathway thinking.
 - c. Enrich and improve programs to integrate character education programs.
 - 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:
5. Leveraging and sharing best practices
6. Identifying opportunities for continual improvement

Process for Continuous Improvement



Foundation Statements

Confident, strong, healthy children are the cornerstones 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 to create student growth opportunities. 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 an 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 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. The students will demonstrate this:

- 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

MAC Islamic School Calgary (MIS Calgary) is an independent, Alberta-accredited K-9 school established by the Muslim Association of Canada (MAC) in 2017 to serve the educational needs of Calgary's growing Muslim community. MIS Calgary is dedicated to delivering high-quality education that not only meets but surpasses the expectations of the Alberta Curriculum. Alongside daily lessons in Quran, Islamic studies, and Arabic language, MIS Calgary emphasizes character building and healthy living. We aim to inspire a love of learning while nurturing Islamic character, preparing graduates to become confident, proud citizens who contribute positively to society.

Vision

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

Values

- Respect
- Responsibility
- Collaboration
- Patience
- Excellence

Education Plan and Assurance Framework

MAC Islamic School Calgary's Education Plan shares strategic priorities to support continuous improvement and provide successful experiences for all students.

The Education Plan is integral to the Assurance Framework and reflects stakeholder feedback and data-informed decision-making. Data collected in the 2023 - 2024 Annual Education Results Report (AERR) has guided the formation of this Education Plan. Furthermore, the Educational Plan is aligned with MAC Islamic School Calgary's 2024 - 2025 Budget. More information regarding the 2024 - 2025 budget can be accessed in the School Office. Thoughtful actions and reflections regarding the five interconnected domains of the Assurance Framework guide our Education Plan.

Stakeholder Engagement

Evidence-based decisions and reflections on various sources of data inform our Education Plan. This document is in response to the Annual Education Results Review (AERR), feedback from stakeholders via formal and informal surveys, the School Management Committee, Parent Advisory Council, MAC Calgary Chapter Council, and staff collaborative meetings.

Planning and Priorities

Our strategic plan is implemented by acknowledging and addressing the diverse needs of our students and the context of Islamic education within an accredited school system. The curriculum is designed and implemented according to the guidelines provided by Alberta

Education. MAC Islamic School Calgary promotes high academic standards that are developmentally appropriate and supports students in reaching their personal best. Mastery of foundational knowledge in various subject areas, character development and community service are important features of our overall program planning. Our students thrive in a learning environment that promotes civic participation and respect for diversity.

We continue to build capacity within our school community and make decisions that are responsive to the community. Data gathered from various provincial and local measures guides the strategies for implementation within each Assurance Domain and key priorities. Moreover, implementing a continuous improvement cycle of inquiry, research, strategic actions, and reflective evaluation will strengthen the impact of our Education Plan.

Our 2024-2025 Goals and Areas of Focus

1. Enhance experience and instruction: Quran, Arabic, Islamic Studies (QAIS) and Tarbiya/iRISE.
2. Implement the new curriculum, rigorous assessment and effective discipline.
3. Enhance professional development and teacher training.
4. Enhance student involvement in the operation of MIS Calgary.
5. Enhance academic resources and support collaborative learning, physical activity and overall student well-being.
6. Maximize parent engagement and participation.
7. Support school expansion and community engagement efforts.
8. Support the mental health and well-being of students.

Goal #1:

Enhance experience and instruction: Quran, Arabic, Islamic Studies (QAIS) and Tarbiya/iRISE

Quran, Arabic, and Islamic Studies (QAIS) are essential to our educational offerings, providing parents and families with a safe and nurturing environment for their children. Parent choice in Islamic schooling is driven by the desire for an education that aligns with their values and beliefs. Success and parental satisfaction in QAIS are among the most important local measures of our school's effectiveness.

Tarbiya is an inclusive educational concept derived from Islamic sources and traditions, focusing on Islamic values and lifestyles. At MAC Islamic School Calgary, Tarbiya or iRISE, is a holistic educational approach inspired by the Quran, aiming to nurture values of gratitude, excellence, and vigilance. Through our Tarbiya curriculum, we create awareness and provide students with opportunities to work toward justice and stand up against oppression.

Assurance Domain: Student Growth and Achievement

Outcomes:

1. Identify what makes our model in teaching QAIS unique and efficient.
2. Find solutions to students underperforming even after receiving additional support.
3. Increase parental responsibility and awareness toward their children's QAIS education.
4. Develop student awareness of Aboriginal history and the lasting effects of residential schools through Islamic perspectives on justice.
5. Build student capacity for intercultural understanding, empathy, and mutual respect.

Strategies:

1. Ensure instructors are familiar with the social settings and background of the community.
2. Conduct orientation sessions for parents at the beginning of the school year to educate them on our teaching methods and expectations for QAIS.
3. Provide Arabic learning support (one-on-one and small group sessions) to students with fundamental Arabic language gaps.
4. Create and promote an Arabic Book section in the learning commons.
5. Incorporate extracurricular activities that promote Arabic language use and relevance for students, parents, and the community.
6. Improve scheduling of QAIS blocks.
7. Invest in visual aids and educational board games.
8. Commemorate the residential school experience on Truth and Reconciliation Day and other occasions to witness and honour the healing journey of the survivors and their families.

Measures:

1. Surveys and Assessments
2. QAIS homework completion rate (homework infractions tally)
3. Alefbata platform student engagement
 - Alefbata is a subscription platform dedicated to teaching Arabic language to children of different ages. It offers interactive games, printouts and worksheets with a homework feature.

Goal #2: Implement the new curriculum, rigorous assessment and effective discipline

With the introduction of new curriculums in grades K-6, curriculum implementation has become an area of focus. Our goal is to ensure teachers are well-equipped to teach the new curriculum.

Assessment is another critical area at MIS Calgary. We aim to develop an accurate, effective, and efficient assessment system, informing teaching practices in our classrooms.

We also aim to establish a discipline system that contributes to a caring learning environment.

Assurance Domain:

Student Growth and Achievement; Teaching and Leading; Learning Supports

Outcomes:

1. Teachers will effectively teach lessons informed by authentic assessments in a safe, welcoming, and orderly environment.
2. Teachers will be confident in their teaching.
3. Students will have a deep understanding of all learning outcomes in the curriculum.
4. Students will feel safe, respected, and welcome.

Strategies:

1. Implement assessment procedures (periodic Tests, final exams).
2. Analyzing test results for areas of weakness, trends, etc.
3. Utilize Student Learning Assessments (SLAs).
4. Develop Pacing Charts to guide teachers in lesson planning.
5. Provide Professional Development (PD) for new curriculum implementation.
6. Implement an intensive intervention program for at-risk students.
7. Employ educational assistants to support learners in literacy and numeracy.
8. Use a Scantron device for reliable, rapid and automated grading.

Measures:

Provincial Measures:

1. Results on the Provincial Achievement Tests (PATs - Grades 6 & 9)
2. Alberta Numeracy and Literacy Assessments (K-4) and SLAs (Grade 3)
3. EAL Benchmarks
4. Alberta Education Assurance Measure (Survey)

Local Measures:

Curriculum Implementation and Assessment:

5. Periodic tests and final exams, including unit tests and quizzes
6. Fountas and Pinnell's reading assessments
7. Weekly meetings with teachers
8. MAC Surveys

Discipline:

9. Student records (behaviour, incidents recorded through the discipline system)

Goal #3: Enhance professional development and teacher training

Ensuring that teachers at MIS Calgary are well-prepared and continually supported in their professional growth is critical to the success of our students. By providing comprehensive professional development and training, we aim to equip teachers with the skills, knowledge, and resources needed to teach their subjects and uphold our school's vision.

Assurance Domain: Teaching and Leading

Outcomes:

1. Equip teachers with the required skills and knowledge to teach their subjects.
2. Familiarize K-6 teachers with the new curriculum and resources.
3. Acquaint new teachers with our school vision and model.
4. Ensure students receive an excellent quality of education.
5. Build capacity for teachers to effectively teach students about Aboriginal history and the impacts of residential schools.

Strategies:

1. Conduct a full-day new teacher orientation at the beginning of the school year.
2. Observe teachers and provide timely feedback.
3. Facilitate PD sessions about the new curriculum to assist with implementation.
4. Send new teachers to the AISCA New Teachers Workshop.
5. School leaders attend the AISCA New Leaders Workshop.
6. Plan and hold PD sessions on relevant topics on Fridays after school.
7. Allocate a PD allowance to each staff member, allowing them to enroll in new courses, attend workshops, and buy resources for personal development.
8. Meet with teachers individually weekly to follow up, mentor, and provide guidance.
9. Provide feedback and assist teachers in achieving their goals outlined in their Teacher Growth Plans.
10. Provide teachers with resources and professional learning opportunities on Aboriginal history and residential schools.

Measures:

Provincial Measures:

1. Alberta Education Assurance Measure (Survey)
2. Provincial Achievement Tests (PATs – Grades 6 & 9) and Field Tests
3. SLAs (Grade 3)
4. Alberta Literacy and Numeracy Assessments (K–4)

Local Measures:

5. Annual teacher evaluations
6. Weekly meetings with teachers
7. MAC Survey
8. Focus groups

Goal #4: Enhance student involvement in the operation of MIS Calgary

At MIS Calgary, students should be true partners in running the school, maintaining safety and discipline, and helping other students academically. To achieve this, we will create a Student Life system that allows students to experience real-life situations and model responsibility and accountability.

Assurance Domain: Student Growth and Achievement

Outcomes:

1. Give students a voice in their education and a sense of belonging with ownership and pride for their school.
2. Promote students' social growth and teach real-life skills.

Strategies:

1. Assign a staff member to lead and spearhead this new initiative.
2. Establish an elected student council to represent the students' voices and interests.
3. Define roles for prefects where students can assist in running the school.
4. Create a mentorship program where student mentors are assigned to underperforming students.

Measures:

1. Student, parents and staff surveys
2. Focus groups
3. Other metrics: include elections, applications to become prefects, discipline records, peer tutoring success, attendance rate, etc.

Goal #5:

Enhance academic resources and support collaborative learning, physical activity and overall student well-being.

This goal aims to improve the infrastructure of the learning environment by enhancing the physical and digital resources available to students and teachers in a new Learning Commons and promoting physical activity and overall student well-being through improvements to the Playground.

Assurance Domain: Student Growth and Achievement; Learning Supports

Outcomes:

1. Build a new learning space as a Learning Commons.
2. Foster an environment conducive to collaboration, research, and study, appealing to teachers and students.
3. Enhance access to resources and learning materials.
4. Provide a safe, engaging, and stimulating environment for physical activity.
5. Increase student engagement and collaboration.

Strategies:

Learning Commons:

1. Incorporate the Learning Commons as an essential learning space in our teaching and learning cycle.
2. Design and plan the layout of the Learning Commons to be an appealing and supportive learning space.
3. Provide areas for individual and group work.
4. Update the existing inventory of resources and titles.

Playground:

1. Update equipment and install new structures.
2. Increase the green area and the soccer field area.
3. Install new play structures.

Measures:

1. Track the number of students and teachers using the Learning Commons daily/weekly.
2. Monitor student enjoyment and engagement in physical activities in the enhanced playground.
3. Track the number of injuries reported on the playground for safety assessment.
4. Conduct student and teacher satisfaction surveys.
5. Measure the impact on student grades, discipline, and overall academic performance.

Goal #6: Maximize parent engagement and participation

Fostering strong parent engagement is essential for the success of our students and the overall school community. Hearing parents' voices will reduce complaints and make parents more receptive to our decisions and procedures. Making parents true partners strengthens our school leadership and supports a positive school environment.

Assurance Domain: Governance

Outcomes:

1. Increase parent satisfaction with their experience at MIS Calgary.
2. Enhance students' learning experiences through active parent engagement.

Strategies:

1. Encourage more parents to participate in the Parent Advisory Council (PAC).
2. Ensure timely communication of all important events and incidents to parents, including incident reports.
3. Use emails to keep parents informed and engaged.
4. Host a parent orientation at the beginning of each school year to welcome parents and inform them of our school's vision, culture, and available support.

Measures:

Provincial Measures:

1. Alberta Education Assurance Measure (Survey)

Local Measures:

2. School survey
3. Parent participation in PAC

Goal #7: Support school expansion and community engagement efforts

This initiative lays the groundwork for expanding MAC Islamic School while strengthening its engagement with the Bridgeland-Riverside community. These efforts ensure the school’s long-term stability, cater to the growing needs of the Muslim community in Calgary, and increase the school’s impact on the community.

Assurance Domain: Local and Societal Context; Governance

Outcomes:

1. Develop a comprehensive plan outlining the steps needed for property acquisition.
2. Establish a network of supporters and advocates for the school's expansion.
3. Increase school presence and involvement in the Bridgeland-Riverside community.
4. Position the school as a key contributor to the community’s cultural and social fabric.

Strategies:

School Expansion:

1. Form a dedicated committee to oversee the expansion project and coordinate efforts.
2. Reach out to community members, potential donors, and stakeholders to advocate for the school expansion project.

Community Engagement:

1. Organize and participate in local cultural fairs, open houses, and festivals.
2. Partner with different community stakeholders in collaborative projects.
3. Use social media, newsletters, and local media to highlight the school’s contributions to the community.

Measures:

1. Conduct surveys to gather feedback on expansion and engagement efforts.
2. Monitor the formation and effectiveness of the expansion committee.
3. Track attendance and participation in local community events.
4. Collect community endorsements and support letters.
5. Gather feedback from community members and local organizations.
6. Measure growth in social media followers and monitor positive media coverage and recognition.

Goal #8: Support the mental health and well-being of students

This goal ensures students develop healthy lifestyles and access the necessary support for their mental well-being at school. By integrating comprehensive mental health strategies and resources, the school aims to create a supportive environment where students feel connected and cared for.

Assurance Domain: Learning Supports

Outcomes:

1. Develop positive habits for a healthy lifestyle.
2. Access the support needed at school.

Strategies:

1. Utilize services from the Wellness Empowerment Program (WEP) and Providence to build capacity.
2. Educate teachers on supporting the mental well-being of students.
3. Teach stress management skills.
4. Foster a sense of belonging and community connection.
5. Promote healthy eating and active lifestyles among students and parents.

Measures:

Provincial Measures:

- Alberta Education Assurance Measure (Survey)

Local Measures:

- MAC Surveys

Budget Summary for 2024-2025

MAC Islamic School Calgary will continue to fund strategies outlined in the Education Plan. More specifically, learning support programs, teaching methods, assessments, educational assistants, and increased salaries will continue to be funded, enhancing teacher growth, learning supports, student growth and achievement, and teaching and leading. We will ensure financial support for resources, staffing and programs for a growing school population.

