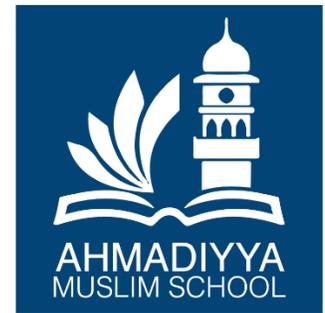


**COMBINED 3-YEAR
EDUCATION PLAN AND
ANNUAL EDUCATION RESULTS
REPORT (AERR)
2020/2021/2022**



ENGAGE EMPOWER EXCEL

Ahmadiyya Muslim School 3-Year Education Plan And Annual Education Results Report

Message from the Board Chair

We are very grateful to the City of Calgary, Alberta Government and Alberta Education for their ongoing support and guidance to make our dream come true in educating the young children. The Board and the school administration are determined to go beyond the call of duty to prepare the students to fulfill their obligations towards God and humanity. Through quality education, we aim to create students to be creative, innovative and problem solvers of the world. In the first year, we are engaged in laying strong foundations to build healthy traditions, love for our country and service to humanity regardless of color, creed, race and faith.

Accountability Statement

The Annual Education Results Report for the 2020/21 school year and the Education Plan for the three years commencing November 16, 2020 for Ahmadiyya Muslim School (AMS) 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 AMS and its parent organization, Ahmadiyya Muslim Jamaat's fiscal plans. Since the school has just started its operation in November 2020, The Board does not have prior results at this time, however the information provided in this document is to the best of its abilities, to develop the Education Plan and is committed to implementing the strategies contained within the Education Plan to improve student learning and results. The Board approved this combined Annual Education Results Report for the 2020/2021 school year and the three-year Education Plan for 2020/2023 on December 15, 2020.

Vision

Our vision is to engage, empower and excel. Ahmadiyya Muslim School strives to create a learning environment that engages students by offering appropriate instruction, diverse teaching styles, and one-on-one teacher/student time. This will empower our learners to work hard towards their educational goals. Our small class sizes allow us to develop close connections with our AMS families. We provide an opportunity to gain education in an environment that focuses on Islamic principles and is safe, nurturing, and supportive, which empowers students to be functioning members of society.

Mission

Our mission is to provide a learning environment that builds on each student's strengths. We encourage students to become independent and confident learners and provide quality educational opportunities to ensure students reach their highest potential.

A Profile of the School Authority

The Ahmadiyya Muslim Jamā'at is a revival movement within Islam, practicing its true teachings of peace, love, justice, and sanctity of life. It categorically rejects terrorism, discrimination in any form or shape, promotes and practices, Love for All and Hatred for None and believes that Love of Homeland is part of the Faith. The Ahmadiyya Muslim Jamā'at advocate universal human rights for all religious and other minorities. Likewise, it invests heavily in education, women's equality, and empowerment programs.

Ahmadiyya Muslim School is an independent, private, Muslim school that was founded in 2020 and is situated at Baitun Nur Mosque in North East Calgary. The AMS currently has 15 students with 3 full time staff members, 7 volunteers and planning to recruit additional staff in near future. For the first year, the school has offered grades 1-3. The process of hiring another full-time teacher is in progress. In subsequent years, additional classes will be added to bring it to its capacity. Our small class sizes allow us to explore and apply a variety of teaching and learning strategies that cannot typically be done in larger classroom settings, thus resulting in a personalized learning for all learners. All teachers are fully qualified and certified by Alberta Education. Ahmadiyya Muslim School follows the Province of Alberta's Program of Studies and accepts families who support its mission and vision philosophy. In addition to the Alberta Curriculum, the school offers practical aspects of Islamic teachings in the daily lives of the students. We aim to have AMS student prepared to excel in Provincial Standards and perform far above the Provincial average on Provincial Achievement Tests and Diploma Exams.

Outcome One: Alberta's students are successful

Strategies

- Collaborative planning across grades to support and align outcomes.
- Develop individualized student programming according to the needs of the student to support them in becoming more confident and independent learners.
- Provide one on one support to increase a student's skills and knowledge in areas of development.
- Review areas of improvement and apply various teaching strategies to ensure student success.
- Math Intervention/ Programming Instrument (MIPI)
- Support staff will provide one-on-one work opportunities to support learning and development.
- Weekly PLC meetings for the teaching team to discuss best practices, exchange ideas, share experiences to deliver a relevant and meaningful way to improve student learning outcomes.
- Incorporating student and parent voice in learning to ensure a more democratic classroom environment.
- Students, teachers, staff, and volunteers will participate in programs such as recycling, reading buddies, the virtues project.
- Collaboratively develop and follow school rules to maintain a safe and caring learning environment.

Outcome Two: Meet the objectives of the Truth and Reconciliation Commission of Canada's Calls to Action Report by taking steps to build bridges with the First Nations, Métis, and Inuit teachers and students in Alberta

Strategies

- Increase awareness of indigenous culture through the Social Studies curriculum and field trips onsite and virtual.
- Send staff to any professional development opportunities hosted by AISCA or Alberta Education may offer.
- Adding FNMI reading/ teaching material approved by Alberta Education to our library and teacher resources.
- Bringing in Elders to educate the staff and students.
- Incorporating Indigenous way of knowing through sharing circles, sit spots and oral story telling.

Outcome Three: Alberta has excellent teachers, school leaders, and school authority leaders

Strategies

- T.Q.S and L.Q.S are followed as standard to foster teacher development and progress
- Provide mentorship to new teachers
- Offer as part of our regular school programming physical education, health, art, drama, and computer literacy.
- Develop a tech committee for teachers to develop their skills and remain current in their skills.
- Provide opportunities for teachers to take part in professional development to enhance student learning.
- Involve all stakeholders such as Alberta Education, Board members, staff, and parents in the planning development of strategies and school goals for the 3-year plan.
- Teachers will model and maintain an expectation of success by developing student organizational skills, responsible behavior, work ethics and respectfulness.
- Teachers and staff will employ a variety of assessment strategies by integrating both formative and summative assessment.
- Develop attainable and effective goals for Teacher Personal Growth Plans (TPGPs).
- Teachers and staff will model lifelong learning skills by attending regular professional development days, demonstrate an enjoyment of learning new information and skills.
- Integrate technology across curricular.

Outcome Four: The education system is well governed and managed

Strategies

- Develop rules and regulations for teachers, staff, students, and parents to maintain a safe school environment.
- Maintain and update our school policies and procedures regularly.
- Continue to educate our students on how to be caring, safe and respectful by participating in programs such as: Anti-Bullying, Filling Buckets, Monthly Virtues etc.
- Teachers will model appropriate respectful, caring, and safe behavior for all students to emulate.
- Offer regular professional development days for teachers and staff to become more knowledgeable about new developments in Alberta Programs of Study and any other new programs/developments made by Alberta Learning to the education system.
- Clearly communicate to parents regarding the school schedule and holiday days.
- Teachers, staff, students and parents will work together to ensure a safe and caring environment.
- Teachers and staff will model appropriate social/communication skills and safe behaviors.
- Teachers and staff will follow the Alberta Programs of Study.
- Maintaining small class sizes will ensure opportunities for one-on-one learning to take place.
- Ensure an open line of communication between teachers, staff, and parents by providing regular open lines of communication.
- Provide parents with monthly classroom newsletters and calendars.
- Teachers and staff will integrate independent learning by using a variety of teaching/learning strategies.

Budget Summary

Budget projections for 2020-23

Revenue	2020-21	2021-22	2022-23
Tuition/ Instruction Fees	30,000	100,000	130,000
Non-Instruction Fees (O&M, Transportation, Admin Fees, etc.)	7,500	25,000	32,500
Alberta Education Funding	0	233,800	303,940
Initial Investment as Donation	200,000	0	0
Fundraising		60,000	60,000
Total Revenue	237,500	418,800	526,440
Expenses			
Certified Staff Salaries and Wages	158,333	250,000	306,000
Certified Staff Benefits	23,750	37,500	45,900
Non-Certified Staff Salaries and Wages	10,667	32,000	49,500
Non-Certified Staff Benefits	1,600	4,800	7,425
Student Transportation	10,400	40,000	52,800
Professional Services	3,000	3,000	4,000
Non-Instructional Costs (e.g., snacks, field trips, supplies)	3,000	10,000	13,000
Supplies, services, and contracts	3,000	5,000	6,000
Insurance	4,000	4,400	4,900
Repairs and Maintenance	2,000	4,000	6,000
Professional Fees	10,000	11,000	12,000
Staff Travel	0	500	800
Bank Fees	500	600	700
Amortization	8,000	12,200	14,160
Total Expenses	238,250	415,000	523,185
Surplus (deficit) of revenue over expenses	-750	3,800	3,255

Timeline and Communication

This document will be posted on our school website to ensure the contents are readily available for review by any interested parties. In addition, this document is annually submitted to Alberta Education to meet provincial requirements for ongoing funding.

Whistleblower Protection

Ahmadiyya Muslim School (AMS) 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 needs of AMS. There are no disclosures to report.