



عمر بن الخطاب

Omar Ibn Al-Khattab
Academy

EDUCATION PLAN 2025-2028



ACCOUNTABILITY STATEMENT

The Education Plan for Omar Ibn Al-Khattab Academy (OIAA) in Edmonton, commencing September 1, 2025, was prepared under the direction of the Board of Directors 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.

As a recently accredited independent school in its first year, Omar Ibn Al-Khattab Academy has used early performance observations and feedback from stakeholders to develop the plan and is committed to implementing the strategies contained with the plan to improve student learning and results.

The Board of Directors approved the 2025–2028 Education Plan on _____.

Originals signed and available in the office.

SCHOOL PROFILE

Omar Ibn Al-Khattab Academy (OIAA) is an independent accredited school established by Omar Ibn Al-Khattab Centre. OIAA is currently serving 111 children from KG to Grade 6. OIAA is expanding to provide educational services to junior high and high school students over the next 2 years.

Our pursuit of excellence embraces Islamic values aligned with building and maintaining a learning community that produces leaders through faith, knowledge, and inspiration.

The school's main focus is to promote a culture of educational excellence, from within a caring and secure Islamic environment enriched with the values of discipline, mutual care, and respect, which extends beyond the school into the wider community.

We are aiming to make everyone reach their potential to succeed within a high-quality and intellectually challenging educational environment. To do this we recruit qualified teachers who carry out our mission and vision passionately.

FOUNDATIONAL STATEMENTS

SCHOOL VISION

To be leaders in fostering an educational experience that empowers all OIAA graduates to become contributing citizens that are proud and confident in their Islamic faith.

SCHOOL MISSION

OIAA strives to develop an enriched learning community that promotes academic achievement, leadership, and Islamic values.

OUR CORE VALUES

1. Developing Character

We reflect the character of our Prophet Muhamad ﷺ through our actions. We perform righteous actions, encourage one another to the pursuit of truth, and to be steadfast in patience. (Reference Quran 103:3)

2. Living Faith

We bear witness there is no God but Allah (swt) and Muhammad ﷺ is the messenger of Allah. We strive to be God-conscious, compassionate, loving, modest and responsible.

3. Inspiring Leadership

We are leaders who stand for justice, fairness and equality for all people, and we act with empathy, humility and honesty. We empower our students and staff to be leaders who embrace compassion, responsibility and accountability.

4. Pursuing Knowledge

We strive to increase our knowledge of our Deen (faith) and to understand our purpose in life based on critical thought and contemplation upon the signs of Allah. We seek beneficial knowledge of the sciences and the arts in order to ethically serve ourselves and the world around us.

5. Serving and Building Community

We nurture brotherhood and sisterhood in our school in order to serve and contribute to our local and global community. We seek to build a sense of security and belonging through unity and understanding.

6. Achieving Excellence

We strive for Ihsan (the Muslim responsibility to obtain perfection, or excellence) in all our actions. We nurture a love of learning for academic excellence, Islamic knowledge and values to promote physical, mental and spiritual well-being.

STAKEHOLDER ENGAGEMENT




Omar Ibn Al-Khattab Academy Edmonton is committed to meaningful engagement with all members of our school community—including staff, parents, students, and community partners—to support student success and well-being. Input from these groups plays an essential role in shaping our school priorities, guiding continuous improvement, and strengthening our mission, vision, and values.

Staff Engagement

Our staff contribute significantly to ongoing school growth through regular collaboration and professional learning. Teachers and support staff participate in team meetings, planning sessions, and professional development activities that focus on instructional improvement and shared practices. Formal professional learning community (PLC) structures are being strengthened to support consistent collaboration and implementation of best practices. Staff representatives also contribute to school governance through advisory roles, ensuring that instructional perspectives inform decision-making. Ongoing training opportunities continue to build capacity in areas aligned with student needs and school priorities.

Parent Engagement

Parents and guardians are valued partners in student learning and school development. Their involvement in individualized planning meetings and collaborative problem-solving processes is essential in identifying student strengths, needs, and goals. Consistent communication is maintained through newsletters, email updates, and school-wide announcements. The Academy also offers several opportunities for families to connect with the school community, including Meet the Teachers Night, Coffee with the Principal, and other engagement events that foster open dialogue and relationship-building. Moving forward, the school will continue expanding opportunities for family feedback, advisory input, and participation in committees and school initiatives to further strengthen parent-school collaboration.



Student Engagement

Student voice is central to our approach, as we encourage learners to take an active role in understanding their strengths, needs, and learning preferences. Students contribute to the development of their learning goals and are involved in discussions that shape programming and supports. The Academy also fosters leadership and collaboration through a Student Council, which provides students with opportunities to engage in school decision-making, develop leadership skills, and contribute positively to the school community. By supporting self-advocacy and meaningful student participation, we help learners build confidence, responsibility, and the skills needed for lifelong independence and active citizenship.

Community Engagement

The Academy collaborates with local organizations, educational institutions, and community partners to enrich learning experiences and support diverse student needs. These partnerships provide students with opportunities such as experiential learning, cultural programming, service initiatives, and real-world skill development. We continue to strengthen these relationships to ensure our students benefit from meaningful community connections and our programming reflects broader educational, cultural, and societal contexts. As part of our long-term vision, community members will also be invited to contribute through advisory and leadership opportunities within the school.

EDUCATION PLAN

Omar Ibn Al-Khattab Academy is committed to continuous improvement, high-quality learning, and strong student outcomes. Our Education Plan is shaped by thoughtful reflection within the Assurance Framework and guided by diverse data sources including Student Learning Assessments (SLA), stakeholder feedback, and various local measures. As a growing accredited Islamic school, we align all planning with provincial expectations while recognizing the unique needs of our community and the context of Islamic education within Alberta's education system.

Our strategic priorities focus on strengthening literacy and writing proficiency, improving numeracy and mathematical reasoning, advancing professional capacity and pedagogical excellence, and building a supportive and inclusive school community with parents and guardians. We are committed to recognizing and integrating First Nations, Métis, and Inuit culture and perspectives throughout our learning environment. These priorities reflect our belief in nurturing the whole learner—academically, socially, spiritually, and emotionally.

As an Islamic school serving the Edmonton region, we strive to provide a high-quality learning environment that delivers the Alberta curriculum alongside specialized programming in Qur'an Studies, Islamic Studies, and Arabic. We aim to meet the emerging needs of our diverse Muslim community, ensuring that all families—regardless of financial circumstances—have access to an accredited education in an Islamic environment. We work collaboratively with community partners to support student success, promote civic engagement, uphold strong Islamic morals, and foster respect for diversity.

Our school is committed to preparing students to excel academically, contribute positively to Canadian society, and maintain a strong Muslim identity. We also ensure students develop an understanding of Indigenous histories, traditions, and contemporary realities, including the legacy of residential schools and treaty obligations. Through responsive planning, community collaboration, and a cycle of continuous improvement, Omar Ibn Al-Khattab Academy remains dedicated to supporting student growth and preparing them for the responsibilities of global citizenship and 21st-century learning.

Assurance Domain 1: Student growth and achievement

Schools Goal:

- Maintain academic excellence while not compromising our Islamic values and beliefs.
- Students grow into strong, ethical leaders who reflect Islamic values in their character.
- Complete the Program of Study as provided by the Alberta Curriculum.

Outcome:

OIAA will strengthen student achievement in literacy, reading comprehension, writing, and numeracy by implementing evidence-based instructional practices, personalized supports, and ongoing data-informed decision-making.

Strategies:

- New Alberta Curriculum Implementation.
- Implement structured literacy approaches (e.g., phonemic awareness, phonics, morphology, fluency, vocabulary).
- Use explicit, systematic instruction in reading, writing, and numeracy.
- Prioritize conceptual understanding and mathematical reasoning through hands-on manipulatives, visuals, and real-world problem-solving.
- Integrate literacy across all subject areas through read-alouds, shared reading, writing tasks, and discipline-specific vocabulary.
- Conduct early screening to identify students needing intervention in reading and numeracy.
- Increase proficiencies in the specialized subject areas i.e. Quran, Islamic Studies and Arabic.
- Offer additional support for multilingual learners (ELLs)
- Integrate Islamic values such as perseverance, excellence, and reflection into learning practices.
- Provincial Achievement Tests administered to Grade 6 and 9 students.

Measures:

- Improvement in reading levels based on benchmark assessments.
- Increased percentage of students achieving at or above grade level in literacy and numeracy.
- Improved writing scores on school-wide writing assessments using common rubrics.
- Year-over-year improvement in PAT (Grade 6) literacy and numeracy results.
- Provincial Assessments like CC3, LeNS PAST and RAN
- Reduction in the number of students requiring intensive tiered interventions.
- Measured progress for students receiving targeted support.
- Increased success from new students.
- Provincial Achievement Tests
- Surveys from parents, staff, and students.
- Reading Assessments using apps like Learning A-Z
- Quran, Arabic, and Islamic Studies Assessments.

Assurance Domain 2: Teaching and Leading

Schools Goal:

- Recruiting highly qualified, experienced and certified teachers by offering competitive salary and benefit packages.
- Islamic Leadership and Instructors are knowledgeable, well-trained, and aligned with both Alberta Education standards and the spiritual and cultural needs of our students.

Outcome:

OIAA will prioritize hiring qualified, experienced, and certified educators who demonstrate excellence in teaching, professionalism, and Islamic leadership.

Strategies:	Measures:
<ul style="list-style-type: none">• Teacher Growth Plans• Assigning short term and long term goals for every staff member• Assigning mentors for new teachers• Classroom Observations and feedback by the leadership• Review of lesson plans to ensure the Program of Study outcomes are met.• Maintain clear and open communication between administration and teachers.• Conducting regular staff meetings to facilitate collaboration.• Providing Professional Development opportunities.	<ul style="list-style-type: none">• Teacher Growth Plan Report• Using supervision and evaluation of OIAA staff to ensure cycles of evidence-based continuous learning.• Conducting parents and students surveys.• Education Quality assurance measure• Teachers Professional Development assurance measure• Alberta Education Assurance Survey• Keeping first aid certificates for the staff.

Assurance Domain 3: Learning Support

Schools Goal:

- All students have equitable access to high quality education.
- Creating a safe and inclusive environment for students, parents and staff.

Outcome:

OIAA will promote student well-being, reduce barriers to learning, and ensure every child has the opportunity to thrive socially, emotionally, spiritually, and academically.

Strategies:

- Organizing meetings with the parents through different events like coffee with the principal, meet the teacher's night and parent-teacher interviews.
- Keeping the parents informed about the education plans using various communication apps like Brightwheel, Class Dojo, Google Classroom and school website.
- Program Unit Funding
- Making individualized program plans for students in collaboration with teachers, parents and support staff.
- Acquiring the services of SLP and OT to provide specialized support.
- Adhere to AHS and public health guidelines.
- Making sure that the students are the center of every decision taken by the school.

Measures:

- Parents Feedback
- Satisfaction surveys
- Alberta education assurance surveys for students and teachers.
- Measuring the goals of IPP
- Standardized reports from the OT and SLP

Assurance Domain 4: Governance

Schools Goal:

- Building trust among community that school leadership demonstrate stewardship of system resources with an emphasis on student success, generative community engagement, transparency, and accountability.

Outcome:

School decisions will consistently reflect a commitment to student success, authentic community engagement, and collaborative problem-solving, resulting in a school environment where families feel informed, valued, and confident in the direction of the Academy.

Strategies:	Measures:
<ul style="list-style-type: none">• Ensuring all school actions reflect OIAA’s mission, vision, and Islamic values.• Providing clear definitions of leadership, governance, and operational roles to support collaboration and accountability.• Fiscal resources are allocated and managed in the best interest of the students and in alignment with school goals and priorities.• Engaging all the stakeholders and taking their advice and feedback.• Sharing school plans, updates, and decisions regularly to build confidence and transparency.• 2025-2026 K-6• 2026-2027 Open junior high and high school.	<ul style="list-style-type: none">• Improvement in parent satisfaction from school-based surveys and the Alberta Education Assurance Survey.• Increased participation in advisory groups, school events, and consultation activities.• Higher levels of parent confidence reported through feedback forms, focus groups, and meetings.• Clear documentation of decision-making processes and Board actions.• Stakeholders feedback.

Assurance Domain 5: Local and Societal Context

Schools Goal:

- Developing trust and confidence that OIAA responds proactively to local and societal contexts.
- Promoting stakeholders engagement and supporting the learning needs, interests, aspirations and diverse cultural, social, and economic circumstances of all students.

Outcome:

OIAA will create an educational environment where families and community members have confidence in the school's direction and students experience equitable opportunities for success through meaningful stakeholder engagement and a commitment to meeting the diverse learning needs, interests, and cultural backgrounds of our students.

Strategies:

- Identify emerging community and societal needs and adjust programming, supports, and policies accordingly.
- Strengthen the student and staff understanding of Indigenous history and observe Truth and Reconciliation Day.
- Partner with the Alberta Teachers' Association (ATA) to provide FNMI-focused professional development.
- Funds for families in need.
- Mental health and wellness awareness and support for staff, students, and families.

Measures:

- Fundraising and resource allocation
- Improvement in parent satisfaction survey results and Alberta Education Assurance Survey
- Increased participation in school events
- Positive feedback regarding transparency, responsiveness, and school communication.
- Increased percentage of students receiving appropriate support with successful progress monitoring.
- Evidence of inclusive classroom practices through walkthroughs, teacher observations, and student feedback.
- Compliance with Alberta Education reporting, planning, and assurance requirements.