



# Welcome to Edmonton Islamic Academy

Annual General Meeting (AGM)

**May 28, 2025**



# بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

## Agenda

- ❖ 2024-25  
Governance
- ❖ Administrative  
Details
- ❖ EIA Strategic Plan
- ❖ 2024-2025  
Highlights
- ❖ Policy Update
- ❖ Budget Review



# 2024-2025 Governance Structure

# EIA Board of Trustees

- **Chairman** – Khalid Tarabain
- **Acting Chair** – Khalid Mouallem
- **Acting Chair** – Dr. Mona Nashman

- **Treasurer** – Tariq Deeb
- **Secretary** – Dr. Taha Jomha

- **Board Member** – Ayesha Ajaj  
(Finance Chair)
- **Board Member** – Dr. Yaasin Abdulrehman  
(SDC Chair)
- **Board Member** – Dr. Farook Al-Shamali  
(Islamic Curriculum Chair)
- **Board Member** – Abdul-Wahid Alami  
(Maintenance Chair)
- **Board Member** – Sihame Farhat

- **Board Member** – Dr. Salma Kiani  
(Anti-Racism Chair)
- **Board Member** – Mirna Eid  
(PPC Chair)
- **Board Member** – Ahmed Jomha
- **Board Member** – Muna Ali
- **Board Member** – Walid Zein

# EIA Leadership Team

**Principal** — Abraham Abougouche

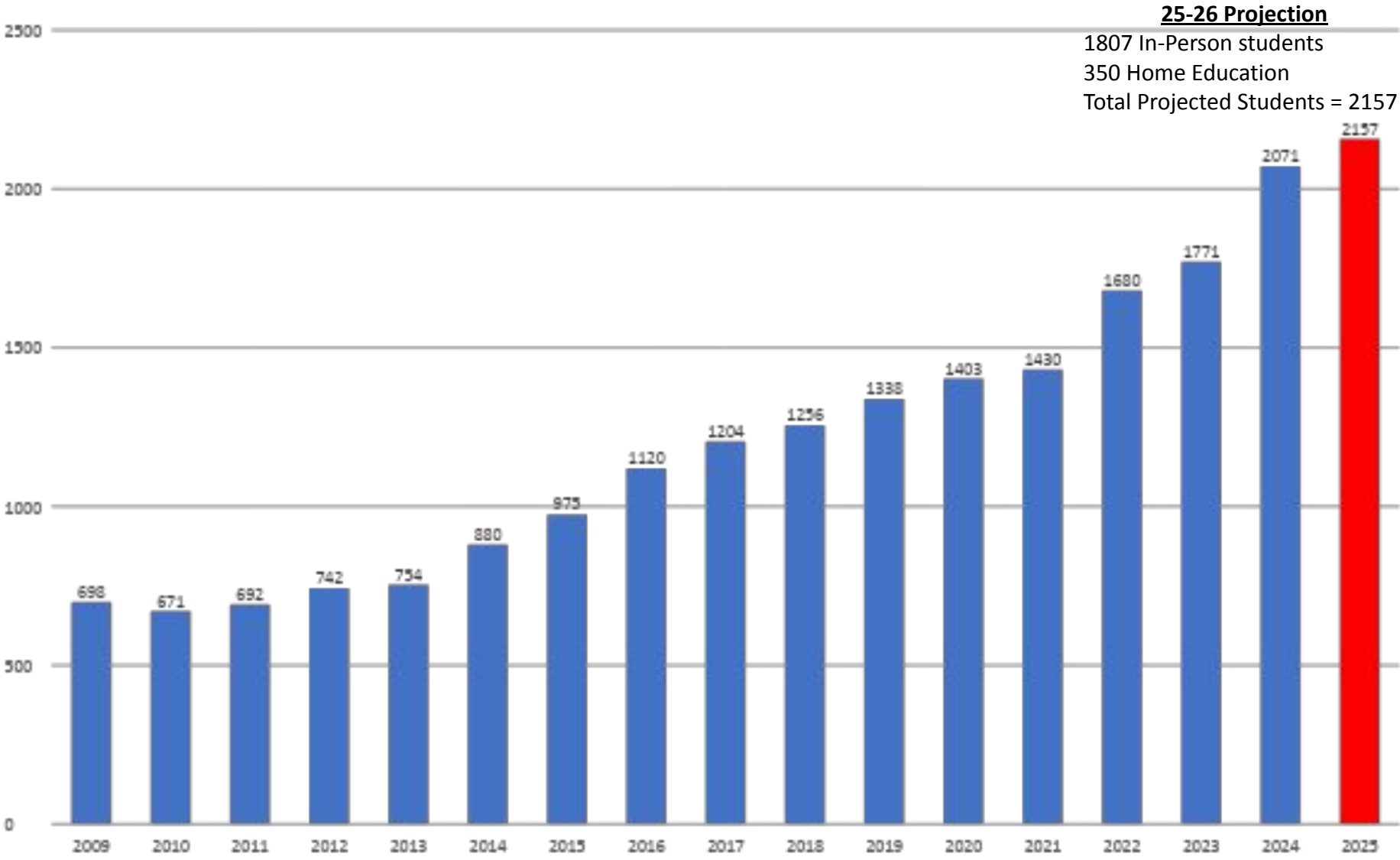
## Academic Leaders and Department Heads

- **High School Assistant Principal** — Bahja Mahmoud
- **Assistant Principal, Junior High** — Amanah Eljaji
- **Div 2 Assistant Principal** — Dr. Shameeza Khan
- **Div 1 Assistant Principal** — Walaid Zahra
- **ECLC Assistant Principal** — Mariam Abougouche
- **Preschool Director** — Talia Ritz
- **Resident Imam** — Sh. Jamal Taleb & Sh. Sadique Pathan
- **Islamic & Arabic Coordinator** — Sheikh Ahmad Badawi
- **Specialized Services Coordinator** — Sana Rashid
- **Bloom Coordinator** — Tasha Dawn

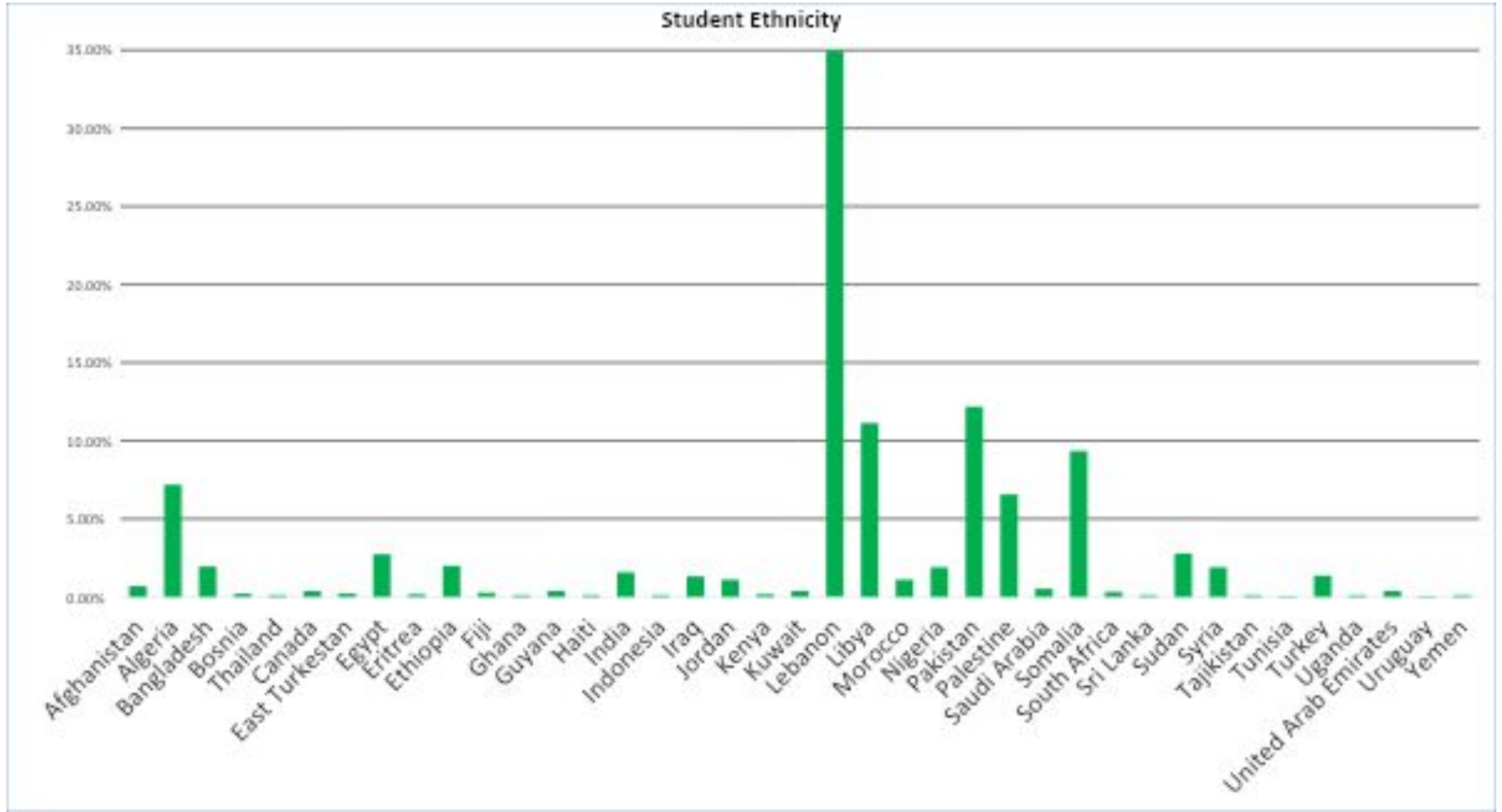


# Administrative Details

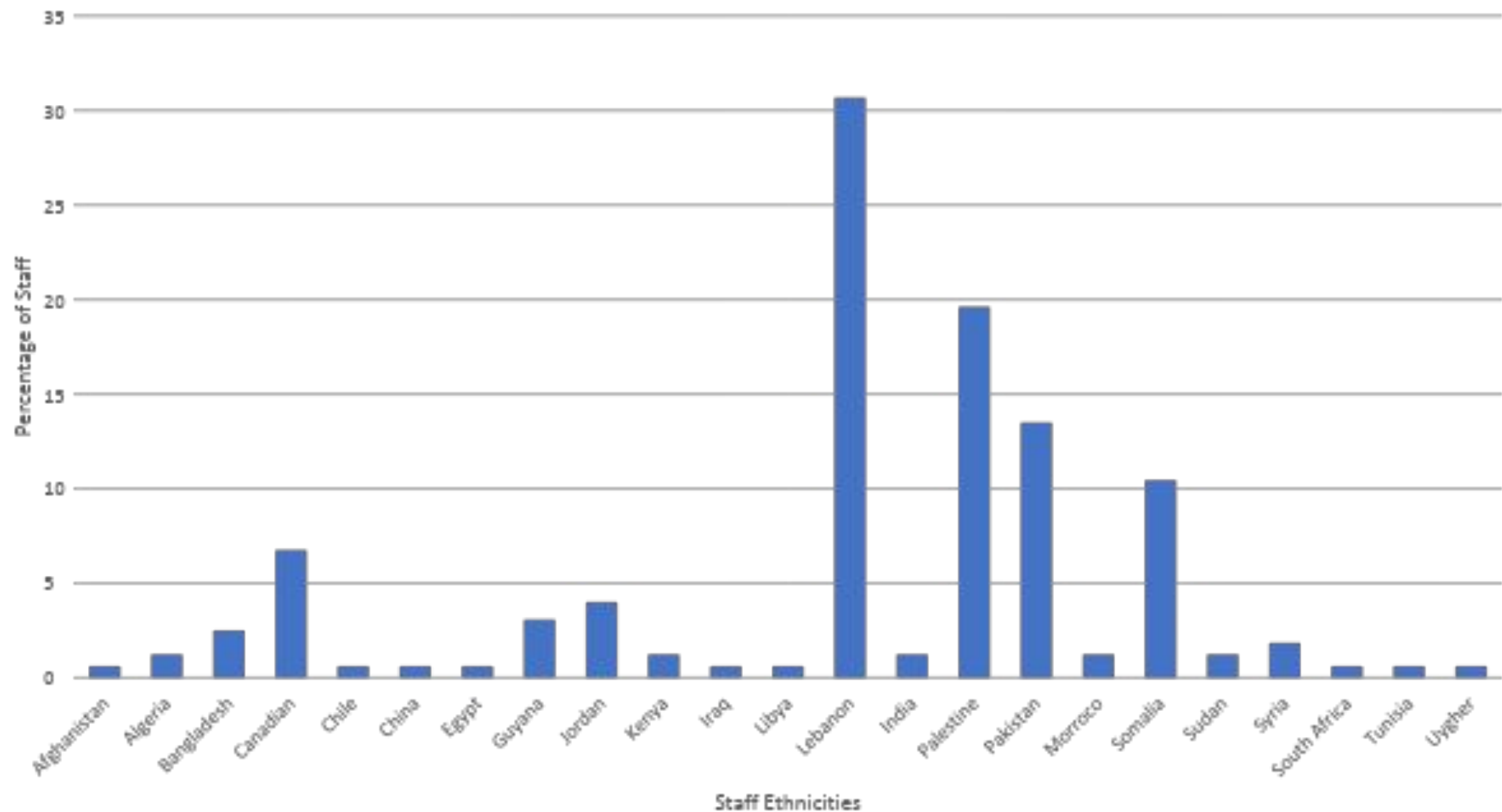
# Enrollment History



# Student Diversity



# Staff Diversity





# EIA Strategic Plan

# HOW WE WORK WITHIN THE STRATEGIC PLAN

## EIA Strategic Plan

Manage  
EIA  
in Perpetuity

Provide a  
Positive Work  
Environment  
where Faculty  
and Staff  
Competent and  
Highly Motivated

Develop  
Systems and  
Routines that  
Enhance EIA's  
Mission/Vision

Improve  
Student  
Learning and  
Achievement

Enhance and  
Develop  
EIA's  
Reputation

**Vision:** EIA students achieve their maximum potential in an environment of intercultural and interfaith understanding and respect and use their leadership skills and intellect for the betterment of humanity.

**Mission:** The Edmonton Islamic Academy offers an education of the highest quality, embedded in the values of the Islamic faith, to enable students to become Respectful, Responsible, Successful leaders and contributors to society.



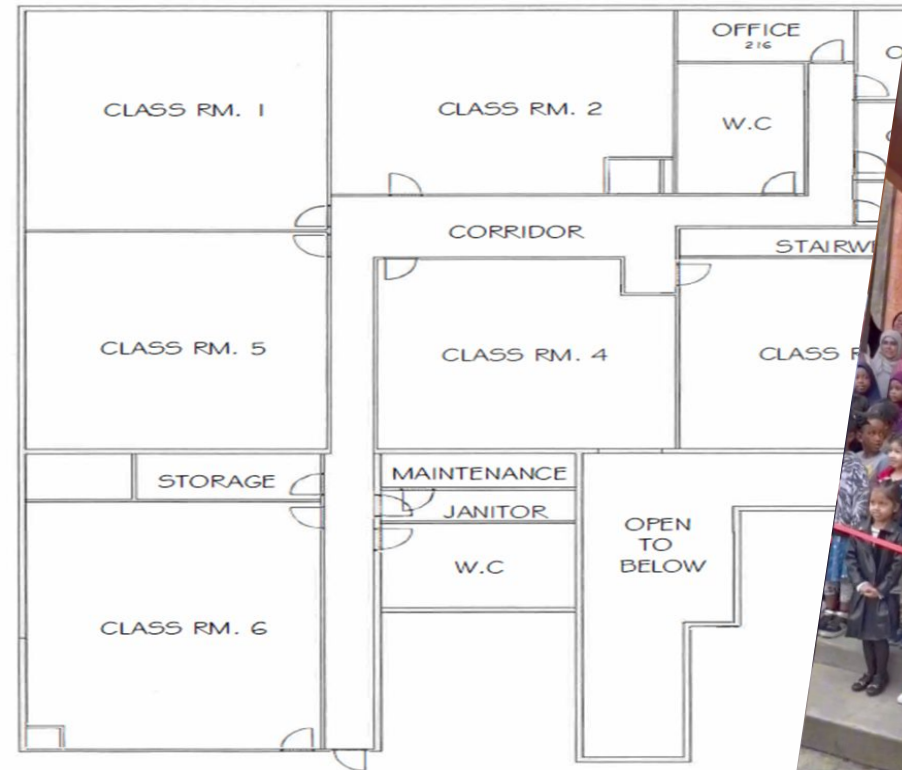
# 2024-2025 Highlights

# Early Childhood Learning Centre Officially Opened!

**KG: 4 Classrooms**

**Graded 1: 6 Classrooms**

**<40 Staff Members**



Scale~1:152

2nd Floor



Edmonton Islamic Academy

# January Diplomas

Jan. 2025	Diploma Examination Mark (Average)		Above 80%		Below 50%	
	EIA	Province	EIA	Province	EIA	Province
English 30-1	71.0%	64.2%	20.0%	11.3%	2.2%	12.2%
Physics 30	82.1%	72.0%	70.6%	44.4%	0.0%	13.6%
Biology 30	83.9%	69.6%	70.7%	36.0%	0.0%	3.0%
Chemistry 30	76.4%	69.8%	58.3%	37.2%	8.3%	15.9%
Math 30-1	82.1%	68.1%	70.2%	36.6%	2.1%	22.0%
Social 30-1	70.9%	65.7%	26.7%	17.4%	0.0%	13.7%

# Scholarships



# Dual Credit Programs

University of Alberta	Norquest College
- Public Health Course	- Psychology Course



A dual credit course allows high school students to earn credits towards both their high school diploma and a post-secondary credential, such as a college certificate, diploma, or degree, by taking post-secondary courses. It essentially lets students gain a head start on their higher education while still in high school.

# RAP Program Introduced at EIA



# International Leadership Programs

INSPIRE PROGRAM: Bosnia

Qatar Arabic Language Debate

International Leadership  
Symposium: Thailand

Model UN: Vancouver



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# Spiritual Development Programs

## Graduate Umrah Trip

43 graduating students

96 People



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# Local and National Leadership Programs

Voices of EIA Program



Poetry In-Voice



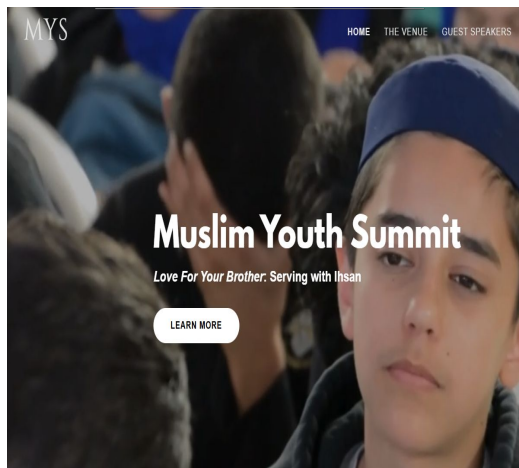
Student Nasheed Program



Student Khateeb Program



Calgary Islamic School



Interfaith Project with  
Katherine Therrein Catholic School



Alberta Youth Council



Science Fair



Arabic Public Speaking Tournament



Science Olympics





Earth Day with City of Edmonton



# Curricular Programming & Partnerships



Ramadan Food Drive with IFFSA



Boyle Street



Support for NISA Homes



JOHN HUMPHREY CENTRE for PEACE and HUMAN RIGHTS





# Social Media Awareness Week

## Strategies:

Parent: What are the ages of your children who use social media?

1. Parents responded that **nearly 50%** of EIA children aged 10 years old or younger have access to social media.
2. According to the parent survey, **72% of all elementary aged students** (up to grade 6) access social media.

- Classroom Education
- Tuesday Talks
- Student Presentations/Guest Speakers
- Parent Halaqah
- Written Messages and Reminders
- Friday Khutba
- Parent Survey
- Student Survey
- Staff Professional Development
- New Policy
- Student Discipline, when necessary





# Policy Update

# Policy Update

## ❖ Cell Phone Policy

### Minister of Education Announced:

*By September 1, 2024, school authorities will be implementing policies and procedures relating to the use of personal mobile devices and social media in schools but will still have areas of autonomy and flexibility to meet the unique needs of the communities and students they serve.*

### EIA Policy:

All personal electronic devices, including cell phones, Smartphones, headphones, Smartwatches, etc will no longer be permitted on the school campus.



### Cell Phone Policy

All personal electronic devices, including cell phones, smartphones, headphones, smartwatches, and other smart devices, will no longer be permitted on the school campus. This policy aims to create a focused and distraction-free learning environment for all students.

Please note the following consequences for any violations of this policy:

**First Offence:** Up to three-day suspension. Phone is confiscated for the duration of the suspension.

**Second Offence:** Up to Five-day suspension. Student will be placed on contract. Phone is confiscated for the duration of the suspension.

**Third Offence:** Breach of contract. Five-day suspension and possibility of homeschooling. May lose re-enrollment eligibility.

The only exceptions for personal devices to be brought to school are as follows:

1. Health or medical related reasons (approved by principal)
2. After-school activities (ie. Athletics). In these cases, a school waiver form, indicating parent permission, would have to be filled out in advance and submitted to the secondary office.

In addition, these students would be required to surrender their cell phone to the secondary office each day prior to Block 1. Cell phones will be returned to the student at the end of the school day at the office. The student will not be allowed access to their cell phone at any time during the school day.

# Policy Update

## ❖ Artificial Intelligence

*Artificial Intelligence (AI) is an inevitable part of our present and future and adopting an AI policy is both necessary and urgent. Reasons include:*

1. Promoting Responsible & Ethical Use for both students and staff
2. Ensuring Academic Integrity
3. Protecting Student and Staff from Misuse
4. Safeguarding Privacy and Data
5. Providing Guidance and Support for Educators and Digital Literacy for Students

### **EIA Policy:**

EIA will ensure **AI** is used by stakeholders in a transparent and effective manner, most importantly will be used responsibly by students and staff.

*Any misuse of AI will be addressed in accordance with the Discipline Policy.*

# Policy Update

## ❖ Anti-Racism Course

All families were encouraged to take an Anti-Racism course, which will also be credited towards volunteer hours and halaqah hours.

All staff will be expected to take the Anti-Racism Course as a part of Staff Orientation and On-Boarding.

Anti-Racism Course was completed in the following languages:

English

Arabic

Urdu

Somali

# Policy Update

## ❖ Uniform Policy

### Female Abaya (Grade 6 – 12):

EIA is introducing a new Abaya for Grade 6 – 12 students. The EIA Abaya will be mandatory in 2025-2026 (**except for Grade 12 students**).





# Budget Review

# 2024-2025 Financials

## Edmonton Islamic Academy

2024-25 Budget

### Revenue

Revenue	Budget 2024-25
Alberta Education Grants	\$13,960,033
Program Generated Funds	\$657,000
Tuition K-12	\$5,775,000
Sponsorship	\$0
Transportation 1-9	\$160,000
Other Revenue	\$288,000
<b>Total Revenue</b>	<b>\$20,840,033</b>

# 2024-2025 Financials

## Expenses

Instructional Costs Budget 2024-25	
Salaries and Benefits	\$9,445,903
Educational Resources	\$259,970
Program Expenses	\$1,749,163
PUF Program	\$2,889,544
Mild/Moderate Program	\$296,000
<b>Total Instructional Costs</b>	<b>\$14,640,580</b>

Operational Costs Budget 2024-25	
Professional Expenses (Legal/Accounting)	\$130,000
Administrative Expenses	\$349,500
Amortization	\$960,000
Local Improvement	\$250,000
Rent EIA Building	\$2,015,596
Rent Pre-School	\$104,220
Other Operating Costs	\$310,000
Automotive and Building Insurance	\$299,750
Repair and Maintenance	\$379,500
Cleaning Contract	\$308,000
Transportation/Bus Maintenance & Fuel	\$199,100
Utilities	\$430,000
Rent ECLC	\$477,295
ECLC Costs (Util, Tax, Ins, Repairs, Custodial, Security)	\$199,728
<b>Total Operational Costs</b>	<b>\$6,412,689</b>
<b>Total Expenses</b>	<b>\$21,053,269</b>
<b>Surplus / (-Deficit)</b>	<b>-\$213,236</b>

# Staff Salaries

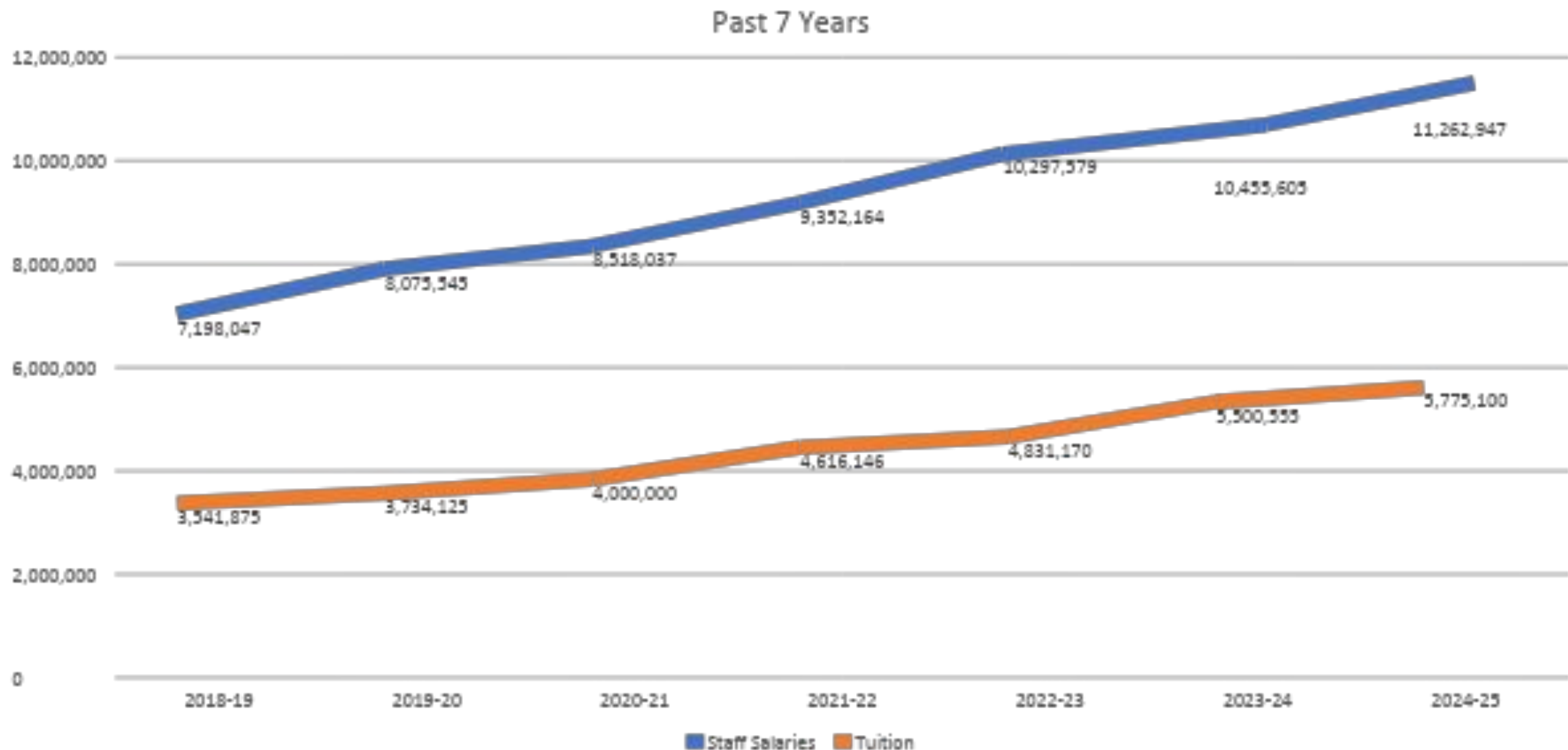
**Salary Grid (4 Year Education)**

**2022-24**

EIA lost 4 teachers to Public or Charter Schools. Exiting teachers cited higher wages.

Year	EIA	%	EPSB	%	ECSD	%	St. Albert	%	Parkland
0	\$56,530	8.5	\$61,607	8.9	\$61,838	8	\$61,329	8.4	\$61,489
1	\$56,530	15	\$65,119	14.4	\$65,365	13.8	\$64,931	14.2	\$65,193
2	\$63,000	8.5	\$68,633	8.9	\$68,892	8.4	\$68,526	8.9	\$68,895
3	\$66,200	8.5	\$72,145	8.9	\$72,419	8.5	\$72,136	9.2	\$72,594
4	\$69,425	8.5	\$75,658	8.9	\$75,945	8.6	\$75,731	9.4	\$76,294
5	\$72,650	8.5	\$79,173	8.9	\$79,473	8.7	\$79,326	10.3	\$80,584
6	\$75,875	8.5	\$82,685	8.9	\$83,003	8.8	\$82,931	11	\$84,876
7	\$79,095	8.5	\$86,197	8.9	\$86,529	8.9	\$86,529	12	\$89,167
8	\$82,320	8	\$89,711	8.9	\$90,055	9.0	\$90,124	12.6	\$93,459
9	\$85,545	8.5	\$93,224	8.9	\$93,583	9.1	\$93,793	13.2	\$97,753
10	\$85,545	13	\$97,477	13	\$97,844	13	\$97,475	13	\$97,753

# Staff Salaries Paid Vs. Tuition Collected



# Teacher Shortage

Home | News | Where have all the teachers gone?

ATA NEWS

## Where have all the teachers gone?



Canada

## Teacher shortages are leaving educators with no 'good options' — and they say students are paying the price

Staffing crisis is contributing to learning gaps and behaviour issues in the classroom, principal says

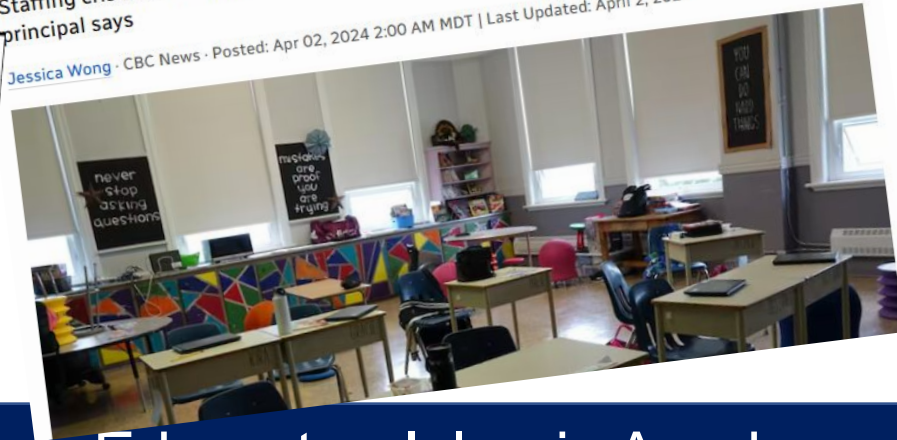


Canada

## Teacher shortages are leaving educators with no 'good options' — and they say students are paying the price

Staffing crisis is contributing to learning gaps and behaviour issues in the classroom, principal says

Jessica Wong · CBC News · Posted: Apr 02, 2024 2:00 AM MDT | Last Updated: April 2, 2024



CTV NEWS

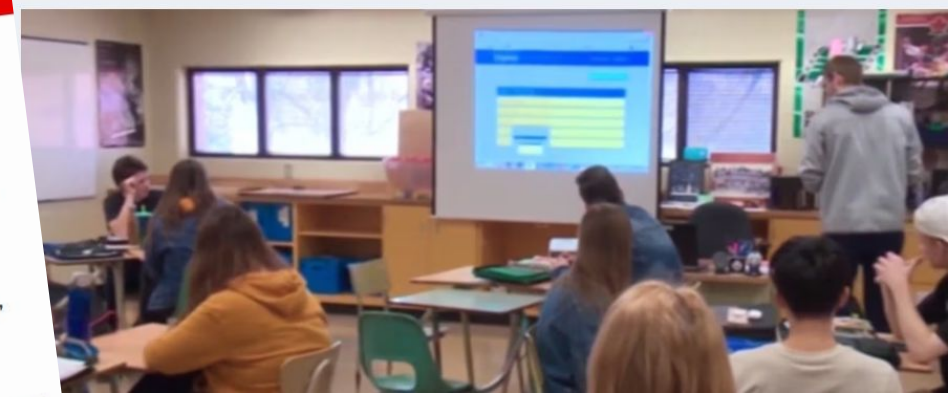
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## Alberta expects fewer teachers but more students in 2024-25 school year

By Kayla Pedersen and Michael Franklin

Published: June 20, 2024 at 9:05AM EDT



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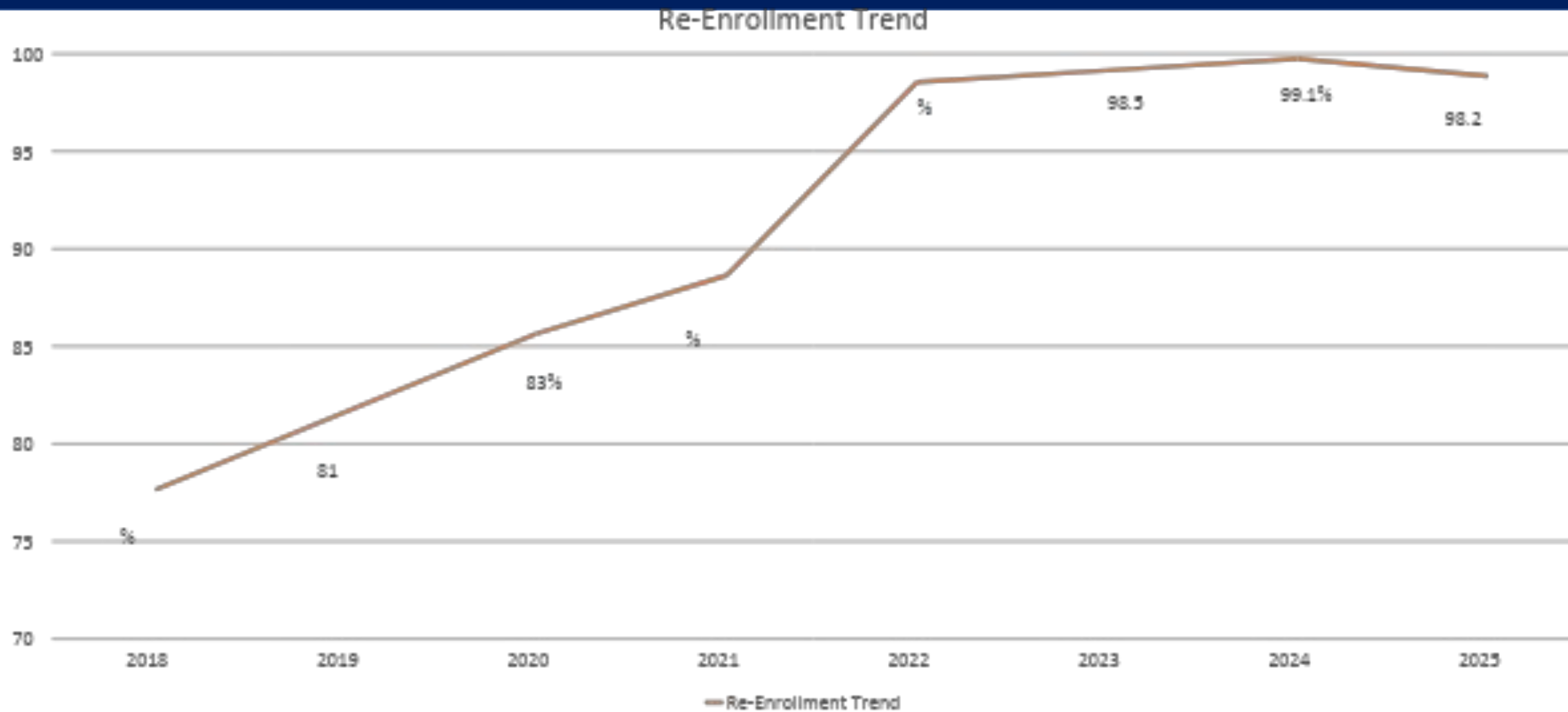
# Tuition Fees for 2025-2026

Year Group/Grade	Member	Non-Member
Pre-School (Half-Day)	\$3400	\$3900
Kindergarten (Half-Day)	\$3400	\$3900
First Child (Grade 1-9)	\$4950	\$5450
First Child (Grade 10-12)	\$5450	\$5950
Second Child (Grade 1 – 12)	\$4500	\$4900
Third Child (Grade 1 -12)	\$4200	\$4500

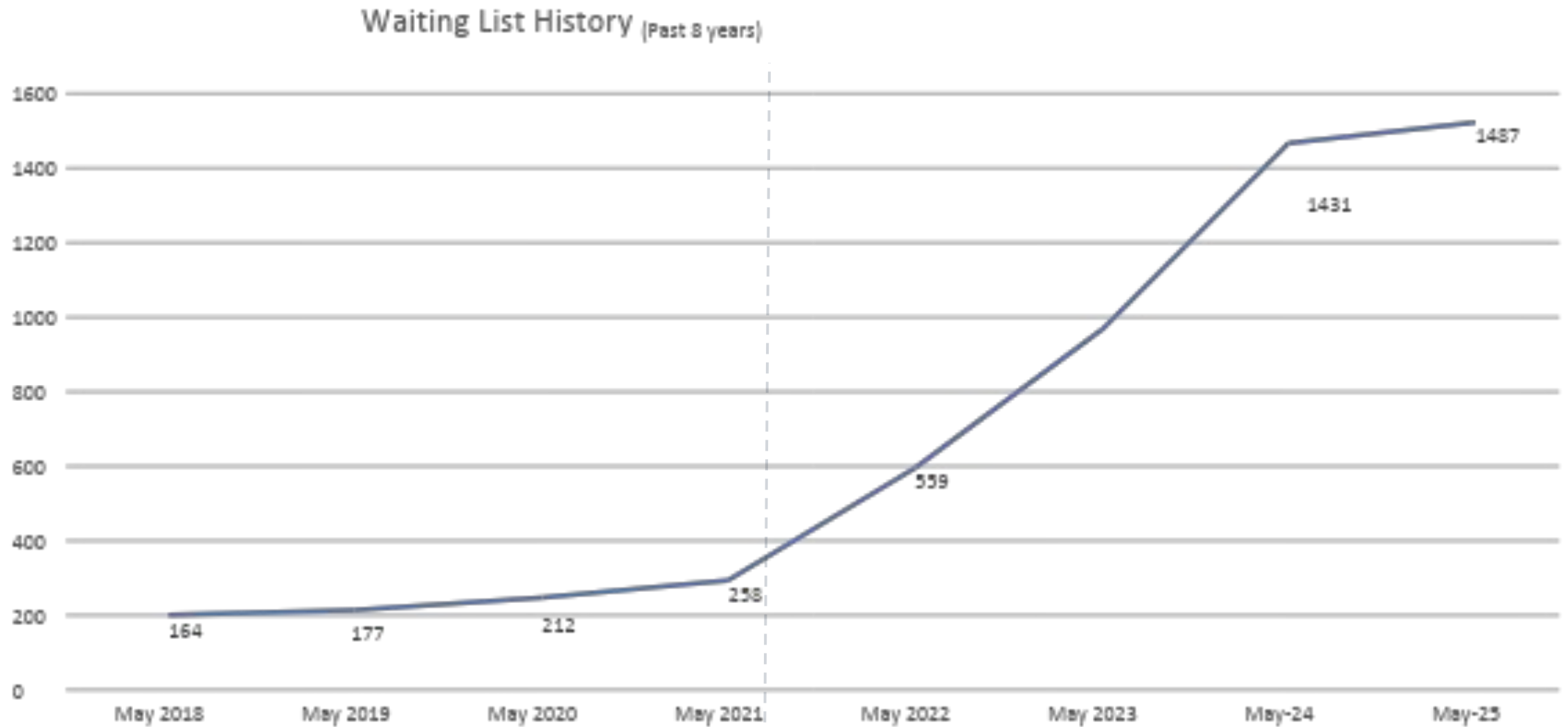


# Enrolment Challenges

# Re-Enrollment



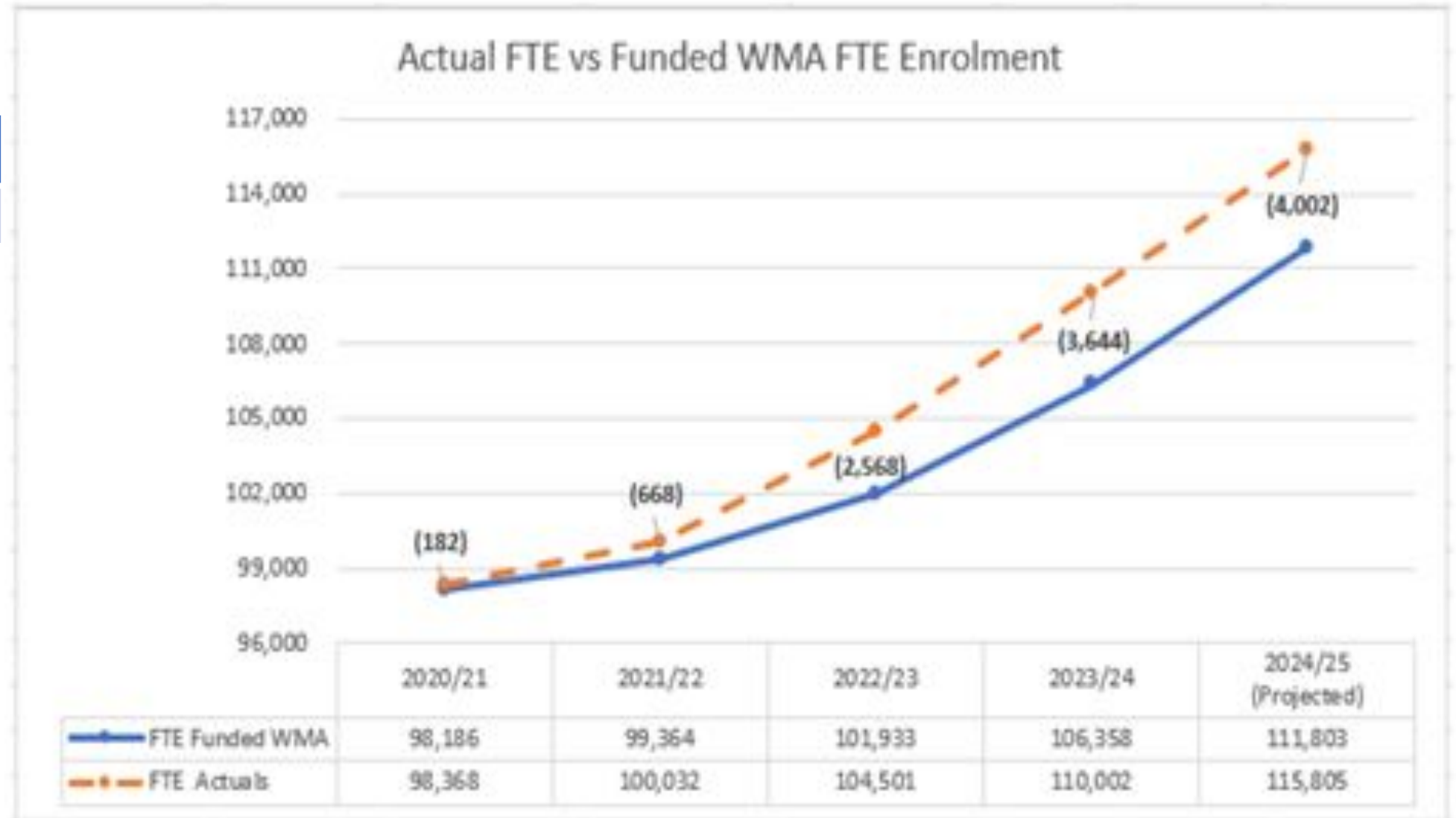
# Applications/Waiting List



# Weighted Moving Average

## WMA Formula

Past Year	Current Year	Projections for next year
20%	30%	50%



# WMA Challenges

	Grade 10	Grade 11	Grade 12	Total
25-26 Projections	107	104	90	301
25-26 Approved Funding	99	103	90	292

\*\*\*Currently, EIA has 125 students enrolled in Grade 9, but Alberta Ed will only fund 99 students. This is a major challenge.

# ADMISSIONS CHECKLIST

## 1 COMPLETE APPLICATION REQUIREMENT

- Application Form
- Report Cards (recent)
- 2 Reference Letter (Gr 7-12 only)  
(Letter can be from: - Current School - Islamic Teacher - Sports Coach)
- PAT Result (Gr. 7/10)
- Application Fee \$100 (no refundable)
- Entry to EIA database (Waiting List)

## 2 GENERAL ADMISSION CRITERIA

WE WILL REVIEW ALL APPLICATIONS AGAINST THE FOLLOWING CRITERIA WHEN MAKING THE ADMISSION DECISIONS:

- Attendance at EIA preschool
- Having a sibling(s) currently enrolled in EIA
- Supporter of Edmonton Islamic Academy and related projects, (volunteers, donors, etc)
- Application Date

## 3 ENTRANCE EXAM/SCREENING

- Kindergarten: Interview-Based Screening
- Elementary: Discretion of Committee (based on entrance exam)
- Junior High: 70% on each Assessment
- High School: 75% on each Assessment

Once completing Steps 1–3, the Principal will review and provide approval to proceed to Step 4.

## 4 CAPITAL PROJECT FEE

Non-refundable Capital Project Fee of \$5000 must be paid in full once your child is accepted at EIA



# Waiting List Challenges

- Many of the students are **siblings** of other EIA students
- Many of the students have been on the waiting list for **several years**
- We have reached our fire code limit
- We cannot overcrowd our class sizes any further without compromising the quality of education
- WMA Challenges are impacting EIA enrollment
- We do not have any additional classrooms or learning spaces to add more cohorts. **We have exhausted our current facility to accommodate additional students.**

# What is EIA Doing to Rectify This?

## Short Term Solutions

- Early Childhood Learning Centre (ECLC)
- Temporarily increase class sizes from 25 to 27.
- Transform low-use labs into classrooms



## Long Term Solutions

- Build a new Elementary School (capacity 1650)
- transform current EIA campus as a secondary campus. (capacity 1500)





# New School Project

# EIA – Elementary Campus



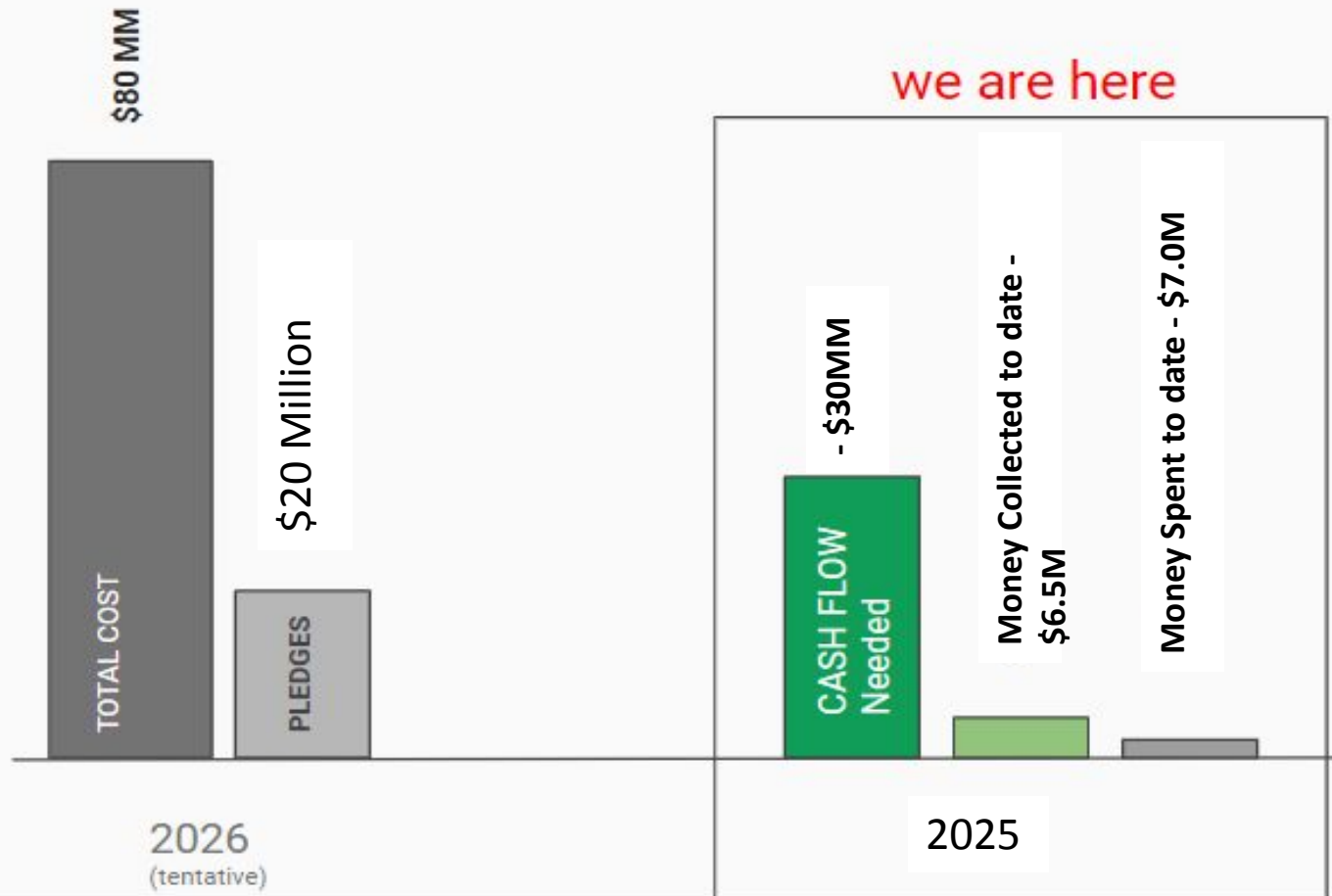
# EIA – Elementary Campus



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# EIA – Elementary Campus

Where are we at FINANCIALLY?



**\*We require \$30 million to initiate the project. An additional \$50M will be provided through Islamically compliant financing.**

**\*\*Alberta Government New Construction Accelerator Grant Has Not Yet Been Passed in Cabinet.**

# EIA – Elementary Campus

## Three Ways Parents Can Help:

- Become a Project Ambassador
- Contribute to Qard al Hasan (Good Loan)
- Donation



# EIA – Elementary Campus

## Message from the Principal

"We're building more than just a school — we're investing in our children and theirs. This is an \$80 million project with no guaranteed government support. That means it's up to us — the families, the educators, and the broader community — to invest in this vision and bring it to life. So far, we've seen incredible generosity. Some community members have stepped up immediately, offering time, support, and resources with no hesitation. Others are with us in spirit, but are currently tied up with other responsibilities and will commit in the coming months— and we absolutely understand and appreciate that. However, we've also encountered some individuals who remain resistant or critical of the project, while still expressing interest in having their children attend EIA. It's important to be transparent: this school is being built **with** the community — not just for it. We're prioritizing student enrollment and involvement opportunities for those who are actively helping to create this school — those who share the vision, contribute positively, and are invested in Islamic Education for thousands of Muslim children. This doesn't mean every contribution looks the same, but it does mean that attitude, energy, and engagement matter. We're building a school that reflects the values of collaboration, optimism, and shared responsibility — and we invite everyone who believes in that to be part of it."

*Mr. Ibrahim Abougouche*

*Principal*

Edmonton Islamic Academy



# Your Turn

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