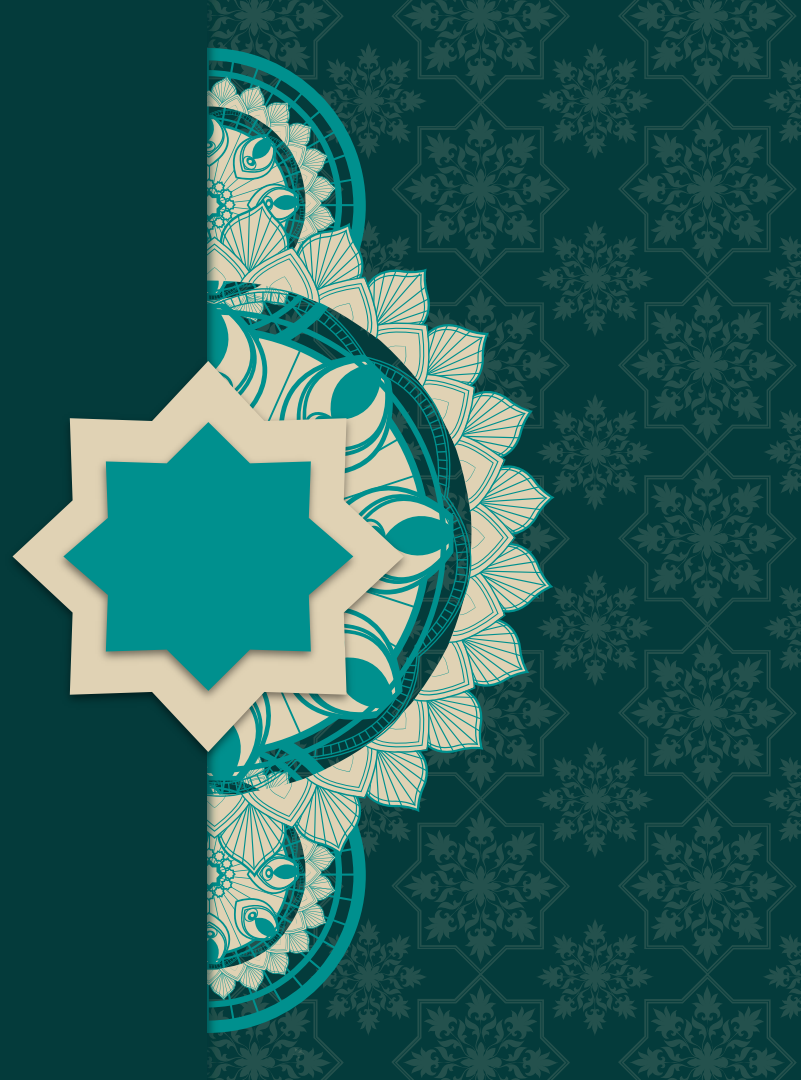


# Shariah Compliance

Creating Conscious Education Systems



# Introduction

When our actions are done with an intention to please Allah (SWT), in accordance with the principles of the Holy Quran and as guided by our beloved Prophet Muhammed (SAW),  
then

**Every action becomes an act of IBADAH**



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**01.** Realise the Need  
Why - Align your intentions

**02.** Points to Ponder  
What - Identifying the critical areas

**03.** Time for Action  
How - Charting the path

**04.** Journey of growth  
Introspect to improvise





“The foundation of Shariah is wisdom and the safeguarding of people’s rights....”

—Ibn Al Qayyim

# 01.

## Realise the Need

Why





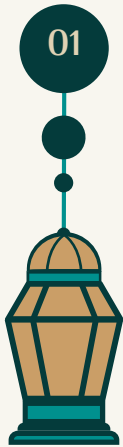
# Shariah

Shariah provides the legal framework for the foundation and functioning of a society, it also details moral, ethical, social and political codes of conduct for Muslims at an individual and collective level.

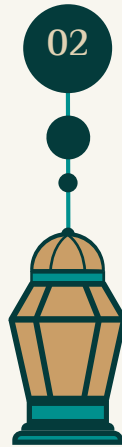
It is a clear  
and straight  
path to  
fulfillment  
in the world  
and success  
in the  
Hereafter



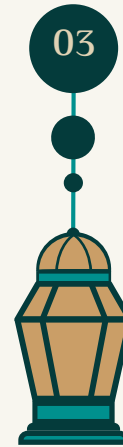
# Understanding the 'Why' helps us follow the Shariah with the right attitude



Good Spirit



Motivation to  
please Allah



Consciousness



# The golden principles

## Justice

Justice and fair dealings with all the stakeholders and in all transactions

01

## Mercy

Facilitating personal and professional growth through empathy, forgiveness and providing fair opportunities

02

## Wisdom

Doing the right thing at the right time using the right resources in the right quantity to fulfill the rightful need.

03

## Common good

Conscious commitment to protect the honour, dignity and life of creations of Allah

04

A way of life  
leading to  
success

# Are we Halalpreneurs ?

Halalpreneurs are contributors to the good and prosperity of the society, world and humanity. It is perceived as the role of KHALIFA on the earth.



# 02.

## Points to Ponder

What



# The Social Contract In the light of Shariah

## School - Parents

1. Are the parents aware of what the school intends to deliver ?
2. Is the school aware of the Parent's expectations?
3. Is the school aware of the child's needs before communicating the deliverables to the parents?
4. What is agreed between the school and parents in case the school does not meet the expectations

## Teacher - Parents

1. Did the teacher communicate the behavioral expectations with the students ?
2. Are the students aware of what is expected of them in terms of attendance, dress code, discipline, academics ?
3. Is there an awareness about the teacher's and school action upon breach of the contract ?

Fulfill the  
contract by  
revisiting the 6  
structures of the  
school



# The Six Structures in Education System



Administrative  
Structure



Academic  
Structure



Communication  
Structure



Legal  
Structure



Financial  
Structure



Infrastructure



# 03.

## Time for Action

How



# Administrative Structure

## Procuring Admin, Marketing material and other material

- Avoid Riba
- Honouring contracts

## Hiring

- Clarity in Employment contract
  - Date of commencement
  - Expectations
  - Remuneration
  - Code of conduct
  - Surety
- Competent and uniform remuneration
- No discrimination based on class/gender
- Employee benefits-incentives and appreciation based on performance
- Health cover
- Roles as per professional competence
- Opportunities for growth
- Appropriate workload
- Proper induction, training and mentoring

## Transport, Maintenance and Security

- All statutory compliance is in place
- Trained to meet needs of CWSN
- Establishment of routines
- Quality maintenance
- Periodic audit
- Well designed SOPs



# Academic Structure

## Curriculum

- Value based curriculum
- Age relevant content
- Curriculum for holistic development instilling taqwa and aiming at making children Khalifa on this earth
- Curriculum addressing age specific needs
- Curriculum promoting inclusiveness and skill development
- Routine policy analysis and revision

## Teaching Learning Process

- Appropriate number of teaching days
- Healthy teacher - student ratio
- Teaching approaches should be used as per the learning style and needs of the children
- Teaching assistance in pre primary sections
- Ensuring that all the students succeed including CWSN and gifted learners

## Assessment and Performance tracking

- SMART learning outcomes
- High level of integrity
- Varied assessment techniques to improve performance in academics, skill mastery, sports and values
- Meticulous tracking and improvement process
- Clear communication and parent collaboration

# Infrastructure

## Learning Spaces

- Inclusive Classrooms, workshops, playground for CWSN
- Library with appropriate age specific literature
- Infrastructure to support children with disabilities
- Proximity with nature and eco friendly
- Space dedicated for Salah and Wudhu

## Health and Infirmary and disaster management

- Proper space for well stocked infirmary
- Availability of medical practitioner and counsellor
- Association with nearest hospital or dispensary for emergencies
- Provision of safety stairway
- Regular safety drill for awareness

## Water, sanitation, waste management

- Hygienic practices to ensure cleanliness
- Prevention of wastage of water in wudhu areas and water dispensers
- Adequate restrooms
- Separate restroom for females
- Conservation of resources, recycling and eco friendly practices

# Communication Structure

## External stakeholders

- Periodic communication with parents
- Clear communication about activities related to school and the child
- System of receiving and giving acknowledgement
- Partnership with parents and alumni for community building
- Parent collaboration for child motivation and intervention

## School leaders and Management

- Communication of the Vision, Mission and Goals and vision alignment
- Periodic meeting to communicate school progress and channel
- Communication of task assignment and acknowledgement

## School leaders, management, teachers & students

- Proper channel for grievance redressal
- Periodic meetings for Vision communication and sharing of student and teacher growth
- Teacher should be a part of collaborative planning and implementation.
- Well defined communication procedure for communicating with children

# Financial Structure

- Well defined policy for financial administration
- Accounts are internally and externally audited to maintain transparency
- Wages are to be paid on time
- Appropriate balance to be maintained between income and expenditure
- Proper fee structure to ensure maximum number of students are enrolled for this academic year.
- Providing payment flexibility for fee

# Legal Structure

All legalities to be based on the 4 principles of Shariah.

# School Culture

*Aqeedah  
Shariah  
Akhlaq*

## *Our Beliefs*

- *We believe in empowering people by giving accountability*
- *We uphold the values of compassion, diligence, transparency, optimism and resilience*
- *We respect and value each other*
- *In a crisis, we believe in engaging in conversation rather than assumption and admonition*

## *Our Strengths*

- *We trust each other irrespective of any authority*
- *We are hard on tasks not on people*
- *We make decisions together*
- *We work as an army and live like a family*
- *We outcast even the slightest form of flattery, backbiting, allegations, belittling and taunting*

## *Together we Grow*

- *We share our learning, insights and ideas*
- *We go an extra mile to grow*
- *Progress of the organization lies in the growth of employees*
- *We believe in giving our best*
- *We trust when we delegate*
- *Leaders guide not micromanage*
- *Failures are celebrated, not repeated*

## *Joy of Giving*

- *We work on the holistic development of the child through a collaborative leadership framework*
- *Action research is our tool to see that no child is left behind*
- *Our research is for the benefit of the community*
- *Sharing know-how only increases our abilities*
- *We fulfil our social responsibilities*

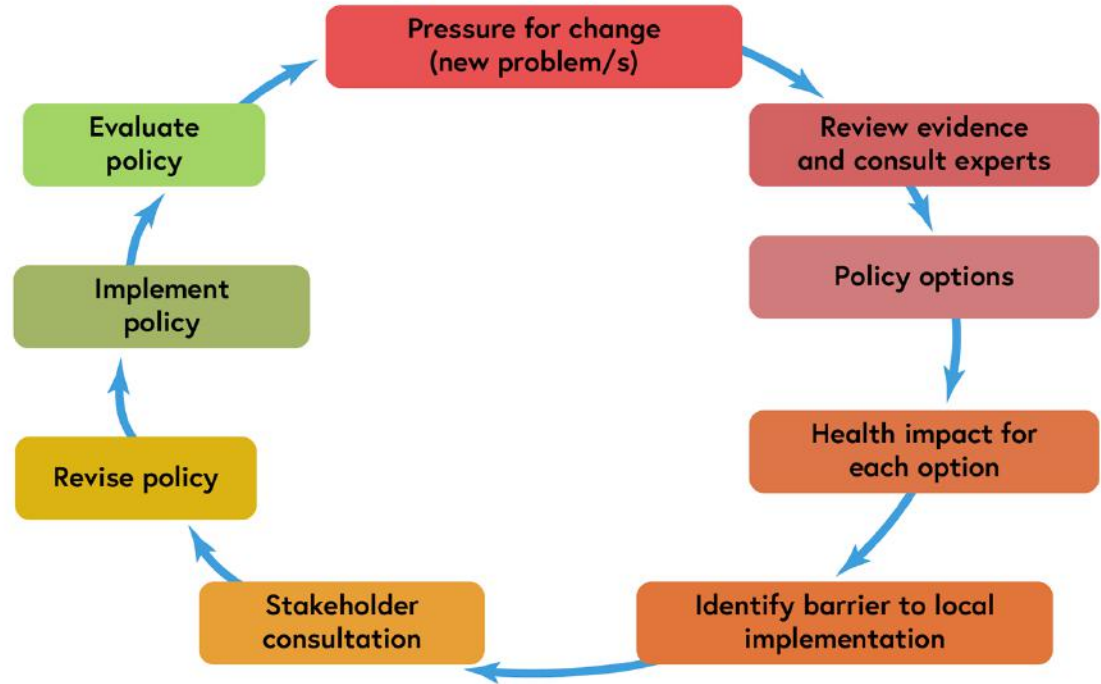
04.

Journey of  
Growth



Let the 4 Principles be the guiding light at every step of decision making

## Policymaking cycle





# Thanks!

Do you have any questions?

email@.....

Phone:

yourcompany.com



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