



# Chrysalis Montessori School

## Chair's Report

### AGM 6 April 2022

This time last year we were grateful for the minimal effects of the Covid-19 pandemic on our community, and WA in general. This year, it's a different story and we are all riding the Omicron wave and the disruptions this has caused to term 1 of 2022. It has been a challenging time for the Chrysalis community, Principal, staff, students and families and despite differing approaches we have all adapted to work through those challenges and continue to focus on the gift of education and growing and learning together.

Despite experiencing a variety of restrictions, with a bit of planning, adaptation and sometimes luck, we were able to come together as a community at most of our key community events including the end of year concert and graduation, Winter Solstice, Craft Fair, Sports Carnival, a toned down Harmony Day and the Year 5 and 6's were able to attend and take part in the Creative Edge (previously Opti-minds) event.

### Strategic Plan

The Board and the Principal have continued to work with a small group of community members to further develop our 2030 Strategic Plan.

I am pleased that we were recently able to share a draft Part A of the Strategic Plan with the Community and I would like to thank Community members for their valued feedback. Part A has now been finalised and we are seeking for this to be passed at the AGM.

The Master Build for the school is in its development stages and we will continue to develop this to plan this year.

The next stages of the Strategic Plan will continue to be developed over the year and we welcome community involvement.

### Values

The Chrysalis values continue to help to keep our community strong. We see the values being demonstrated through our care and respect for each other, our perseverance and our ability to continue to create an environment of joyful learning and changing the way we do things to maintain a sense of belonging such as the Parent Liaisons organising bike rides around Lake Mongher and including the option for video link to the AGM.

### Culture and Community

The well-being programme continued this year, with three parent information evenings being held. The topics were:

- Sensitive Periods in Child Development & Learning: presented by Jocelyn and Veronica
- Chrysalis All The Way – Why Primary?: Graduates of Chrysalis talked about their experiences
- Fussy Eater: presented by Lisa Stegena from Nutrition Force

The wellbeing program will continue, and the wellbeing survey is due to be completed, this year.



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## Finance and Risk

All financial and regulatory responsibilities have been met. The Board approved the school's annual budget and continued to complete monthly financial reviews with the Bursar, Denise Costanzo completing and presenting monthly financial reports. The Board conducted its' fourth internal assessment.

We are pleased to report that enrolments and retention continue to be good; and the Bursary is still in place as an option of support to primary school families.

## Staff Performance and Development

As part of our learning and growing together, Chrysalis staff strive to develop on an individual and team basis, to maintain high standards of teaching and to support school initiatives.

Following on from Mark's performance review, KPI's were agreed for 2021 and will be assessed based on 360 feedback, educational standards and Chrysalis goals. Following the performance review, revised KPIs will be agreed for 2022. Mark has continued to develop performance reviews for staff to recognise achievements and identify areas for development. This will be further developed this year.

## Board changes and remit

Jeneva Ohan will step down from the Board and we thank her for insightful knowledge and commitment to the Board.

Paula Bruckard will step down and the Board has nominated her for a further term.

Sadly, after 6 years, 5 of which I have been Chair, I have decided to step down from my role as Chair and from the Board. It has been a pleasure to serve our community and to further develop a Board of governance. I leave the Board knowing that it is in good shape in terms of variety of skills and experience, diversity and gender balance. I wish the Board and Chrysalis the very best for the future.

I am pleased to report that the following members are remaining on the Board: Mark Panaia (ex-officio), Jocelyn Gilroy-Widdis (ex-officio), Marla Naidoo, Ben Tan, Shirley Tascone, Paul Jarrett and Yvette Sholdas (Independent Member). This will ensure the maintenance of stability of the Board.

As well as Paula Bruckard's nomination, Tom Randolph has nominated to join the Board.

## Looking forward to 2022/2023

The Board will:

- Continue to develop the 2030 Strategic Plan and present the next stage at the 2023 AGM
- Further progress the building plan
- Continue to develop the well-being program
- Continue to support the Principal and school in relation to the requirements of the pandemic

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- Support the Principal with School Registration (Whilst Chrysalis did very well in the last Registration, this is a major task that requires a lot of time and internal resources to meet the standards required of Australian Independent Schools WA (AISWA). Mark will be very focused in this area)
- Continue to review the Principals performance
- Continue to monitor risks and maintain financial stability
- Continue to review policies
- Continue to assess and ensure that we are an efficient and effective Board

### Acknowledgements

We are a community of people who generously volunteer their time and skills for the greater good of the community creating an environment in which our students can freely achieve individual learning. The Board wishes to take this opportunity to acknowledge:

- The Chrysalis staff who are always committed to creating a positive learning experience for our children.
- Mark Panaia for continuing to guide us through our many challenges and for maintaining the Chrysalis community spirit.
- The Chrysalis students who have adapted to the changes as they have developed and showed care towards each other and to the whole of the community. They bring joy to us all.
- My fellow Board Members for their support and dedication to Chrysalis.
- The support of the community who contribute to the Chrysalis spirit (Chrysalisness?) in many and varied ways.

Thank you to all for a year of learning together and growing together. We will continue to focus on the Strategic Plan and maintaining a sense of belonging within our wonderful community.

**Debs Sherlock**  
**Chair**  
**5<sup>th</sup> April 2022**