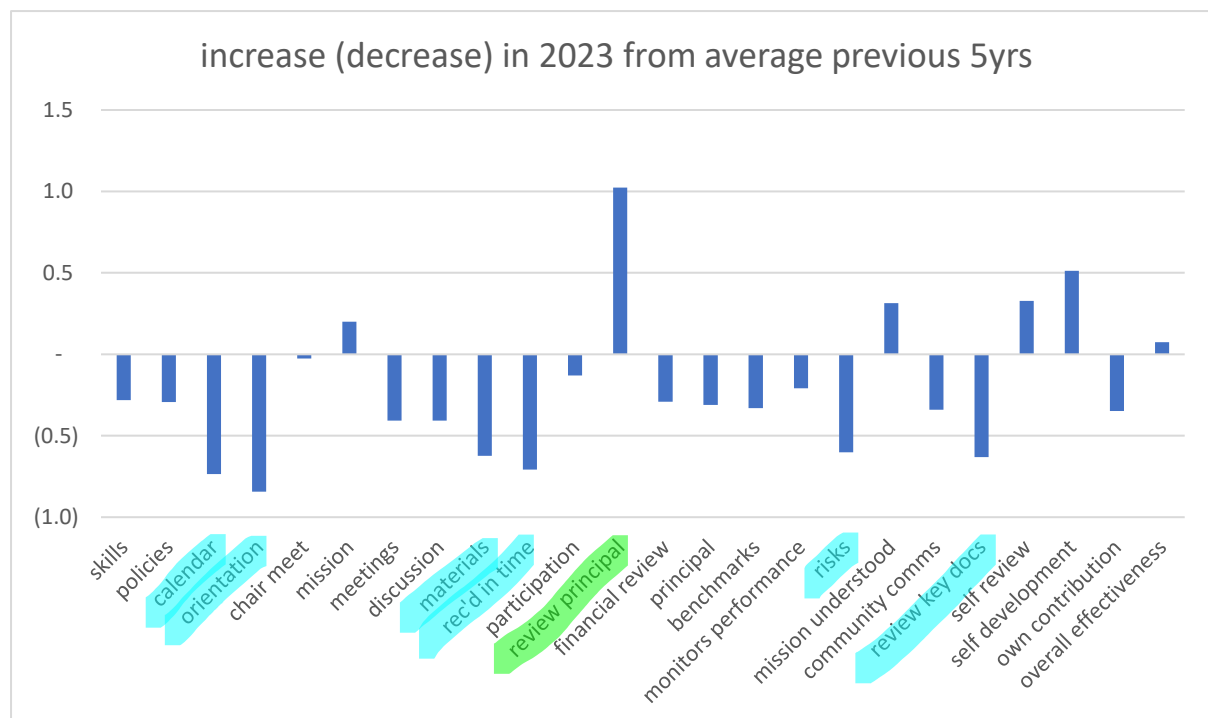
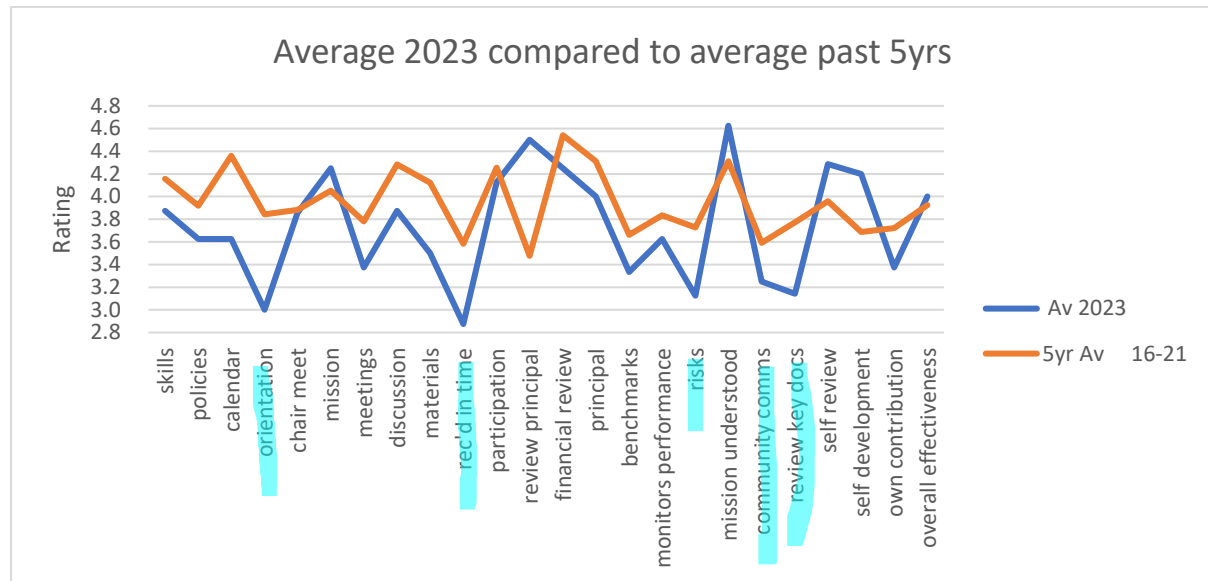


ANALYSIS BOARD SELF EVALUATION – 2023

Current year 2023

- Agreed to install ventilation and responded to SGM
- Engaged in Blue Sky Thinking
- New board settling in
- 5years reregistration
- Reviewed complaints policy
- Introduced Board Submission Paper, teacher quarterly reports, new agenda format, pre-board meeting with Mark and Chair (other board members welcome)
- Introduced board school stream, sharing agenda with community and open invitation to Board meetings



ANALYSIS BOARD SELF EVALUATION – 2023

Strengths (over 4.4 out of 5):

- The school's mission and values are well understood and supported by the board
- The board regularly reviews and evaluates the performance of the Principal

Areas for improvement (<3.2 out of 5):

- The board orientation programme provides Board Members with the appropriate depth and breadth of information.
- The pre-meeting materials are received in sufficient time to allow for adequate preparation
- The board receives adequate briefings on the principle risks of the organisation, and on its systems for identifying, managing and monitoring such risks - including complaints/feedback and incidents.
- The board periodically reviews and is familiar with the school's key documents ie Articles of Association, codes of conduct and policies

Majority of scores 3 and 4 – overall a lot more 5s than 1s.

Actions to address deficits:

- Calendar approved for 2024 , outlines when board will review risks, policies and key documents, and new agenda format
- Orientation process being reviewed
- Have introduced Board Submission Paper to outline why items brought to the Board
- Have introduced board papers to be sent out 1 week in advance

Comments

- Review skills matrix prior to seeking new members – included in February Board calendar
- Potential inclusion of allied health practitioner, psychologist, HR on board
- Chair needs to be better at agenda planning – so as not to jump around as much
- Definitely could be more strategic in our outlook. The board would benefit from a stakeholder map, which is used in decision making along with clearly defined risk appetite. It's great to see more papers being put before the board yet we could improve with more focused conversation around alignment with strategic direction and with risk appetites to focus the conversation and faster decisions
- During the year the board ensured an effective strategic direction for the school. – We can do a lot better, good discussion on this but we now need to make some clear decisions
- Board meetings are properly focused on significant matters such as strategy, risk and policy and there is an appropriate split between governance and operational - We need to improve here. We are yet to find the right balance, for several meetings in a row we did not review policy or risk.
- Candid discussion is good. In my opinion our critical questioning could be better. In some instances members preparation could be better. We could be asking better questions to support better decision making and faster decisions
- board meetings allow for candid, constructive discussion and critical questioning – Yes I feel everyone is encouraged by Chair to have a voice even if dissenting.
- Opportunity to keep getting better on this. Need better alignment between financial report and items for decision and the principal report
- board members fully and positively participate in constructive discussions - There's an opportunity to improve with better structure of agenda, improved paper detail. And clear articulations on the resolutions expected at a meeting as part of the agenda

ANALYSIS BOARD SELF EVALUATION – 2023

- I'd like to see better oversight of complaints and feedback and the trends. Being a small community, things can escalate quickly as we've seen this last year. How do we get earlier indicators of this as a board and be more proactive in reacting and supporting management
- Are you satisfied with how the board monitors performance across all its responsibilities, i.e. strategy, governance, policies, risk, standard of education & student learning, safety & wellbeing, financial, principal feedback and support and infrastructure (including registration) - What's missing is the context and change comparison from year to year and over time, to see how things are moving from a longer term strategic view
- Mixed comments about board communication with the community - We improved a lot, a lot more to do, but everyone seems keen to continue.
- Question of mandated board level training?
- I think we have been effective considering everything that has happened in the last 12 months. We onboarded 3 new members, and had three other members with very little time on the board. We went through a difficult situation with the community (ventilation) but we showed great resolve (and based on good governance process). We have been able to resolve most matters without delay (board decisions - with a couple of exceptions). We have improved a lot of processes around board papers, minutes, and now policies. We resurrected the risk process. The only reason i do not rate 5 out of 5 is because we can still do better!

<p>What would you like to contribute to or involve yourself in if you were to serve another term?</p>	<p>Support the morale of the school community with my people skills.</p>	<p>Improving the structure and standard of the board and its governance by implementing what I've learned on the AICD course.</p>	<p>The board papers help a lot; continue to use those and streamline them. Get the risk side going properly. Collaborate with Carly to have a technology strategy for the school.</p>	<p>I would like to work on creating greater cohesion/communication opportunities between, parent community, board and school staff.</p>	<p>Data analysis, e.g. trends in enrolments, diversity, absences from school etc.</p>
<p>How would you like the board to invest in and facilitate your personal development as a member?</p>	<p>Chair has been very supportive and willing to share her experience</p>	<p>Support me attending board events to keep my cpd. Better understanding of the governance and compliance environment for schools</p>	<p>I found the training course from AICD/AISWA to be extremely helpful. Perhaps some training like the ones I missed facilitated by the Montessori association (the name escapes me tonight).</p>	<p>If the possibility arises I would be happy to attend governance training courses for Board Members or other relevant courses that would assist us on the board.</p>	<p>Training (e.g. by AISWA) relating to good governance, the role of the board, and the distinction between governance and operations.</p>