CHURCHLANDS
SENIOR HIGH SCHOOL

CHURCHLANDS SENIOR HIGH SCHOOL BOARD

SCHOOL BOARD GOVERNANCE

SURVEY COMPARISON

2019/2021/2023

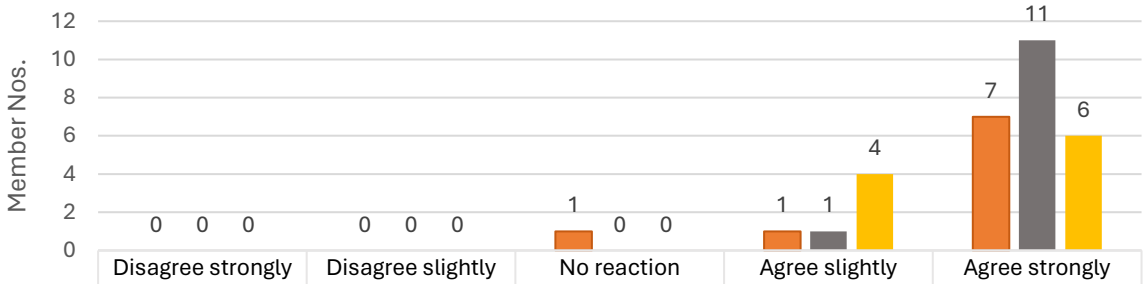
2023 – Survey completed by 10 members

2021 – Survey completed by 12 members

2019 – Survey completed by 9 members

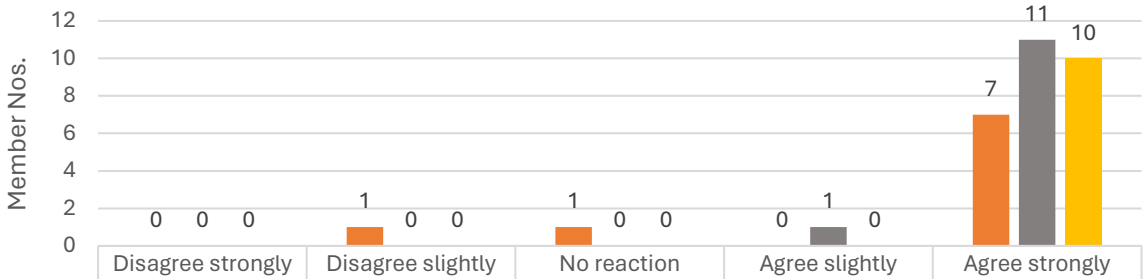
ROLES AND RESPONSIBILITIES

1. The Board complies with relevant legislation - knows what legislation is relevant for each decision.



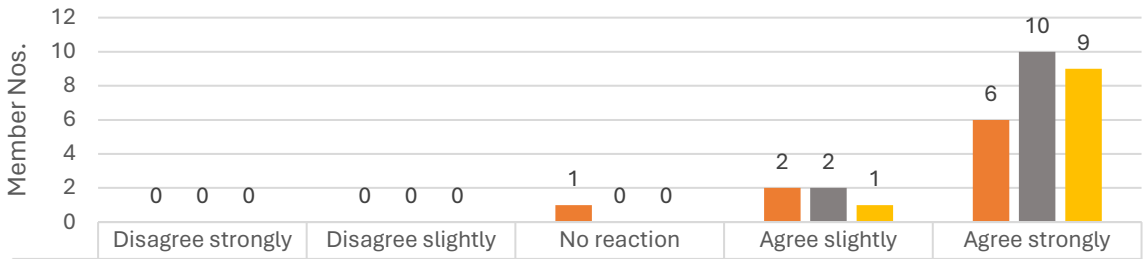
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	1	7
2021	0	0	0	1	11
2023	0	0	0	4	6

2. The roles and responsibilities of the Board are clearly set out in the Board's Terms of Reference.



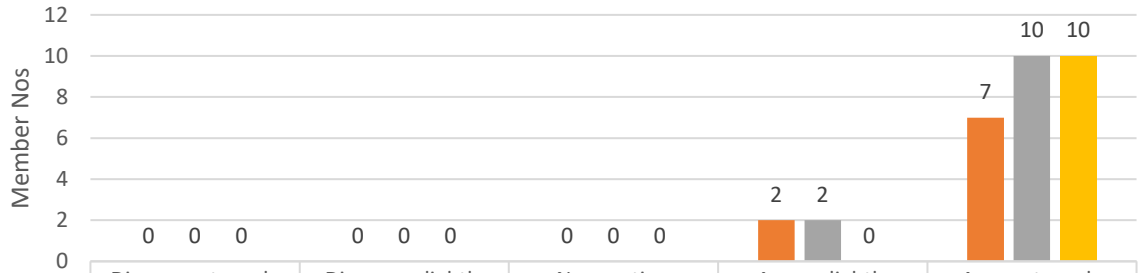
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	1	1	0	7
2021	0	0	0	1	11
2023	0	0	0	0	10

3. The roles and responsibilities of individual Board members are clearly defined.



	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	2	6
2021	0	0	0	2	10
2023	0	0	0	1	9

4. The roles and responsibilities of the Board chair are clearly defined.

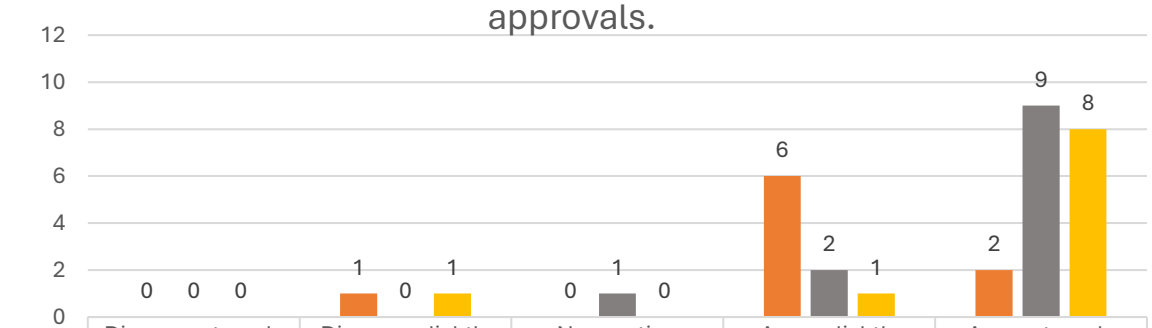


	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	2	7
2021	0	0	0	2	10
2023	0	0	0	0	10

5. The roles and responsibilities of the principal are clearly defined.

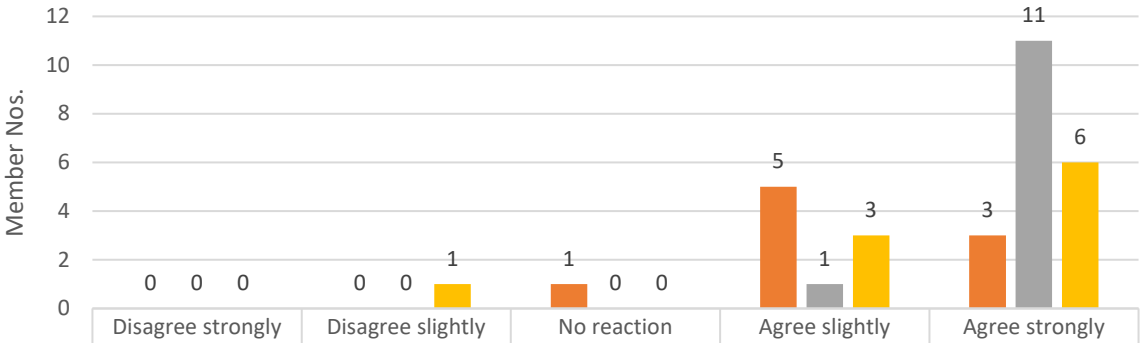
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	0	9
2021	0	0	0	2	10
2023	0	0	0	1	9

6. The Board is actively involved in school planning and approvals.



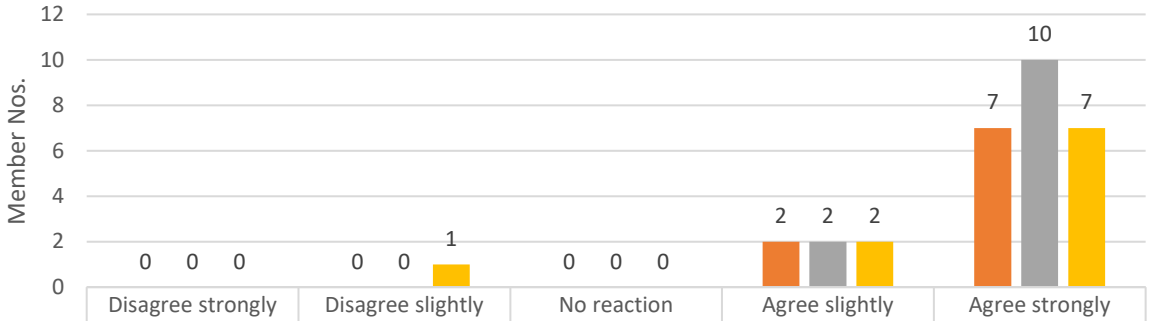
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	1	0	6	2
2021	0	0	1	2	9
2023	0	1	0	1	8

7. The Board monitors achievement against the school plan.



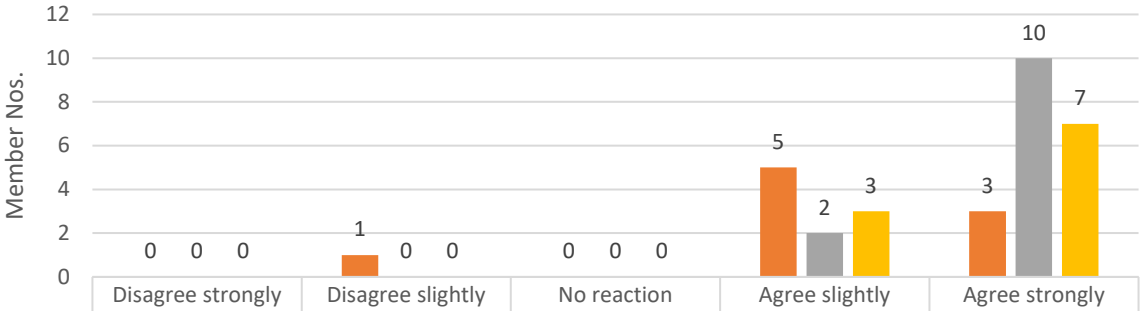
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	5	3
2021	0	0	0	1	11
2023	0	1	0	3	6

8. The Board endorses financial arrangements necessary to fund planning objectives, priorities and directions.



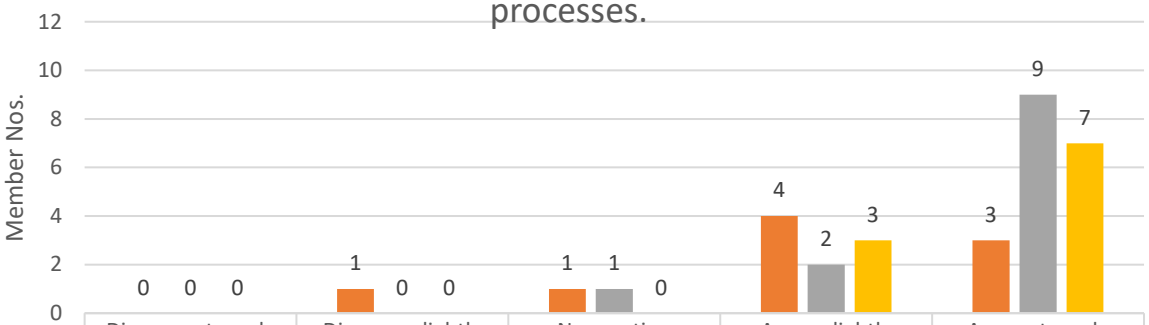
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	2	7
2021	0	0	0	2	10
2023	0	1	0	2	7

9. The Board understands school budgets and endorses them with confidence.



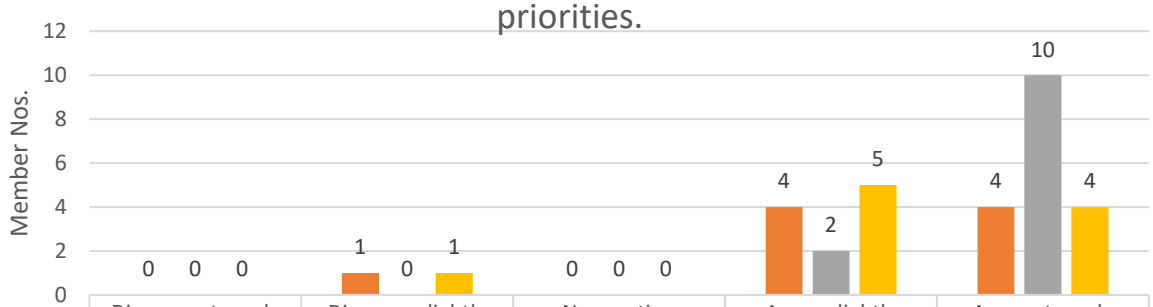
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	1	0	5	3
2021	0	0	0	2	10
2023	0	0	0	3	7

10. The Board is actively involved in annual reporting processes.



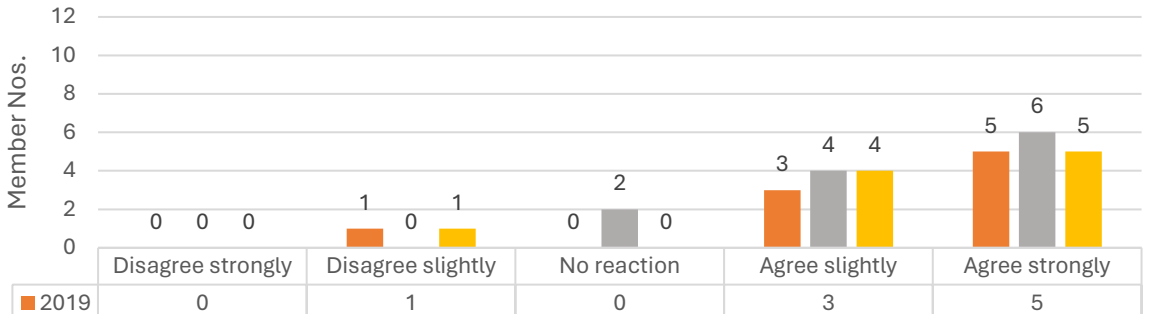
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	1	1	4	3
2021	0	0	1	2	9
2023	0	0	0	3	7

11. The Board monitors progress made against school priorities and targets, specific outcomes attached to funding for targeted initiatives, and State and nationally agreed priorities.

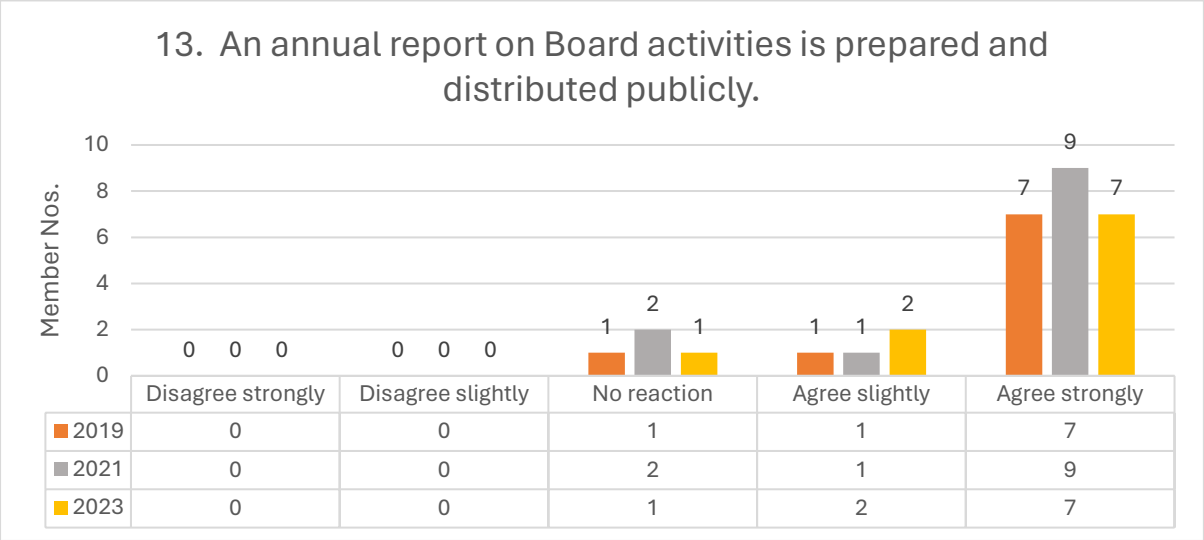


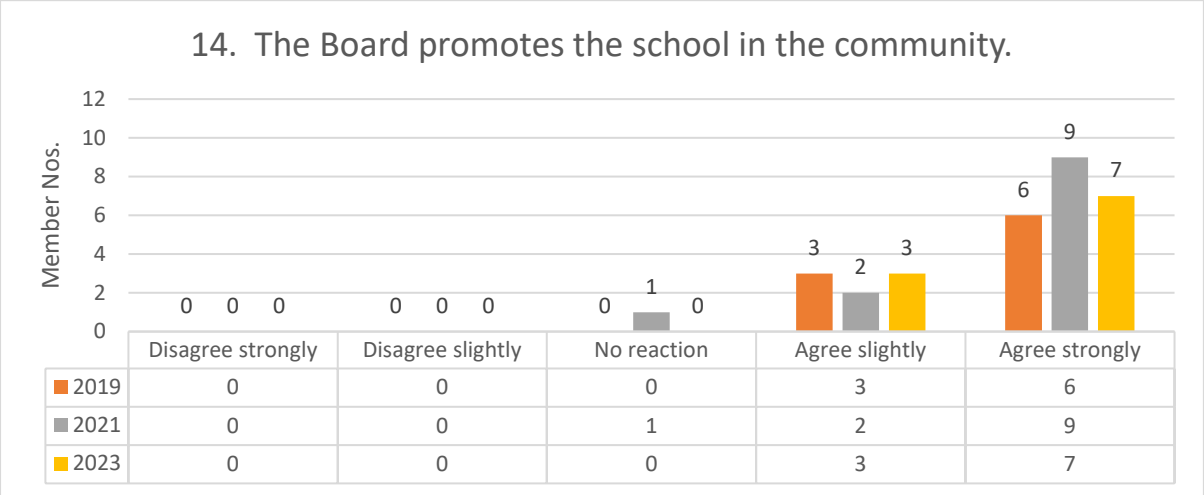
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	1	0	4	4
2021	0	0	0	2	10
2023	0	1	0	5	4

12. The Board monitors the satisfaction of parents, students and teachers.



	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	1	0	3	5
2021	0	0	2	4	6
2023	0	1	0	4	5

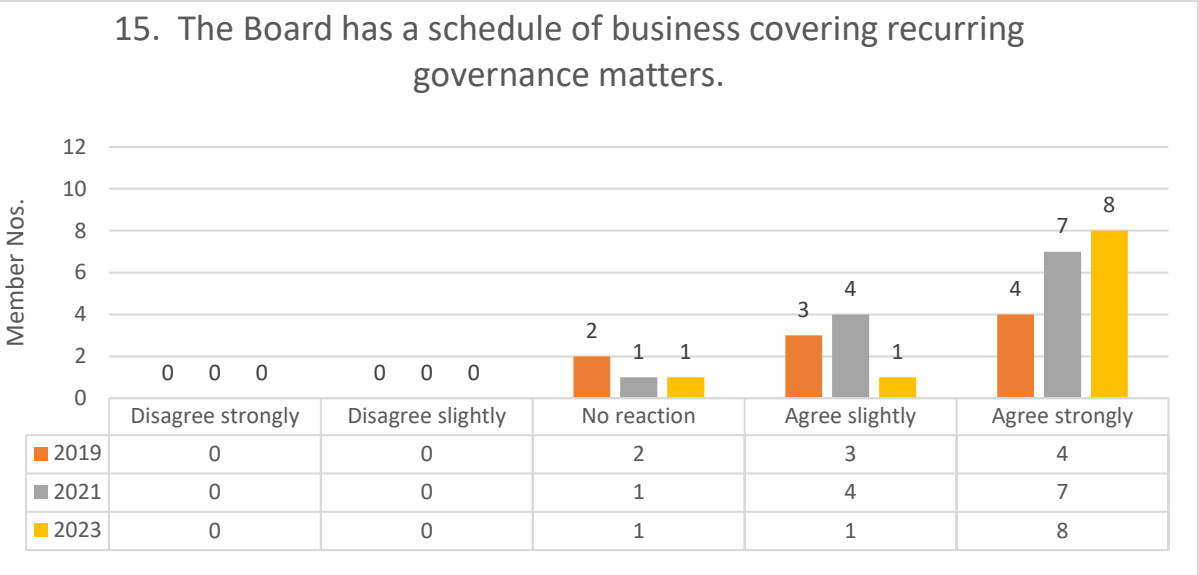


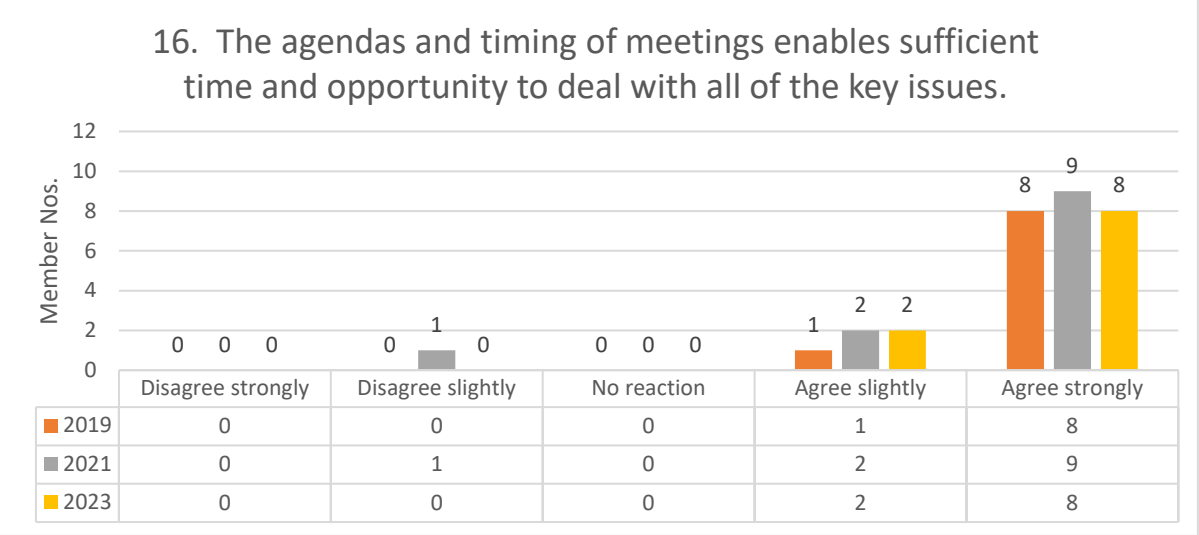


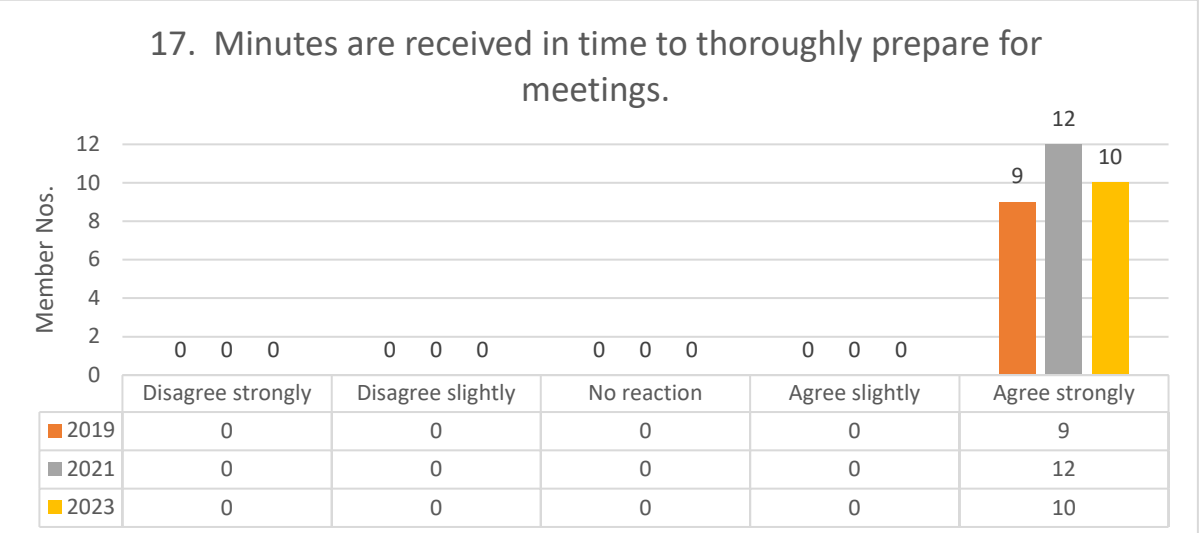
2023 Comments Questions 1-14:

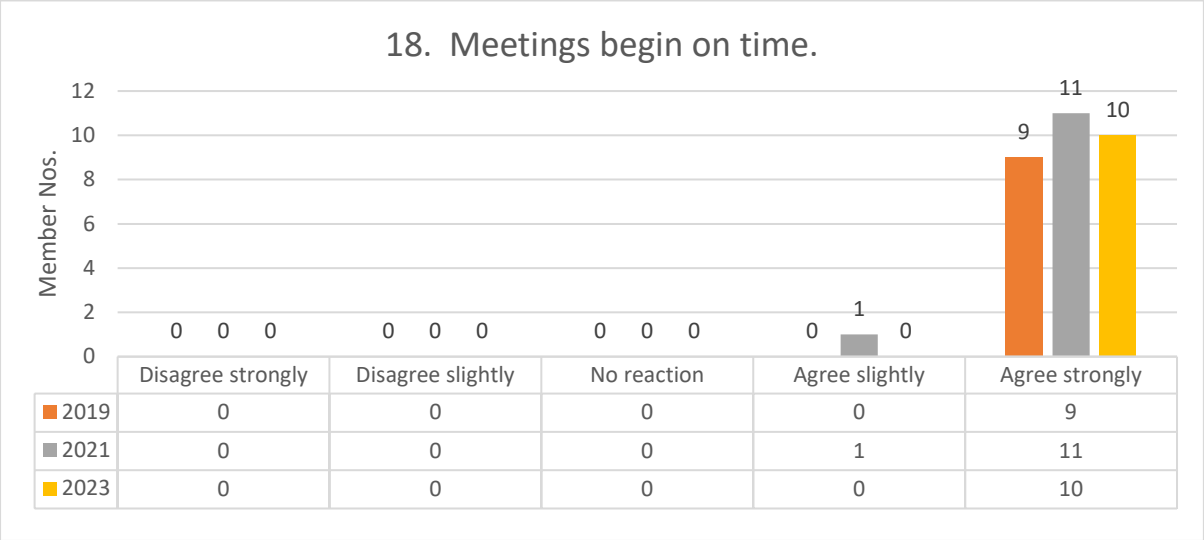
- It would be good to actively seek more diverse student and parent views from a variety of sources.
- A strong board noted.

BOARD MEETINGS

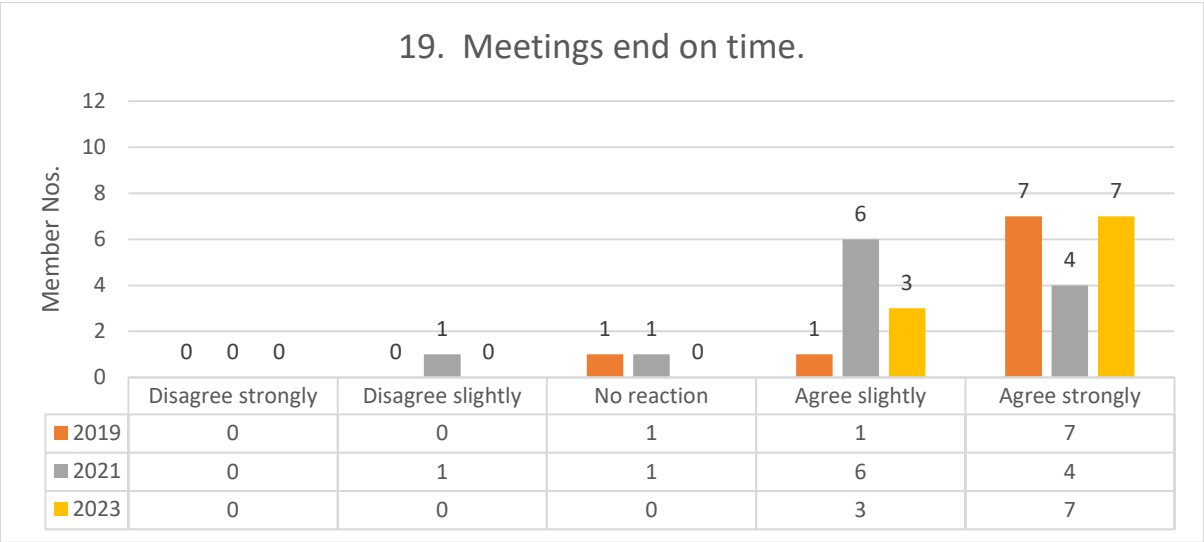




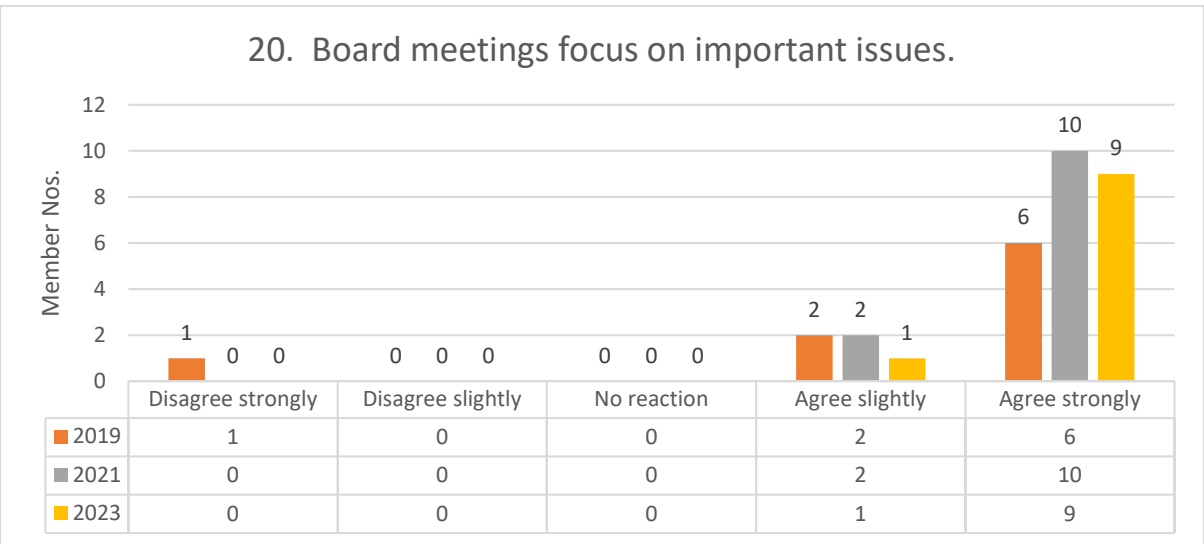




	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	0	9
2021	0	0	0	1	11
2023	0	0	0	0	10

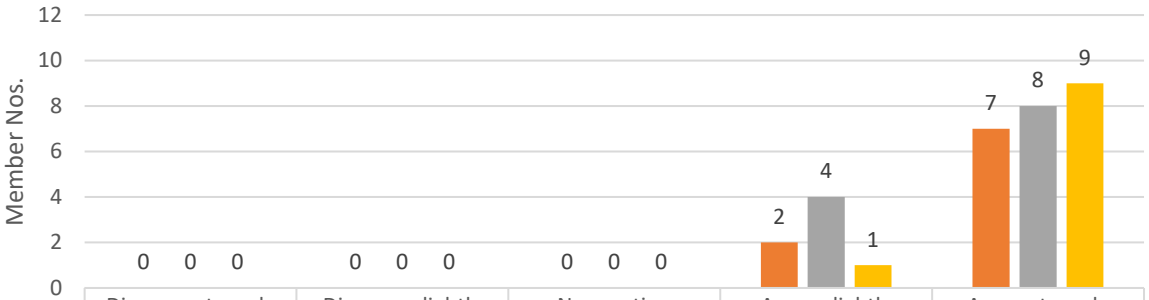


	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	1	7
2021	0	1	1	6	4
2023	0	0	0	3	7



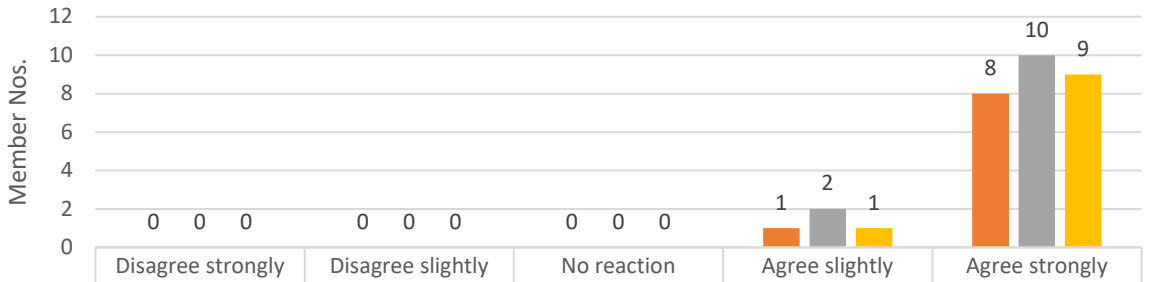
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	1	0	0	2	6
2021	0	0	0	2	10
2023	0	0	0	1	9

21. Time is used effectively at Board meetings.



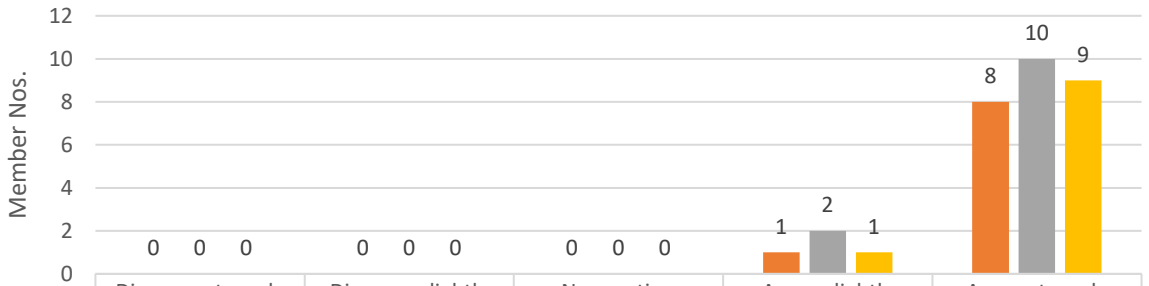
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	2	7
2021	0	0	0	4	8
2023	0	0	0	1	9

22. Board members are able to express their opinions freely and are encouraged to participate in meetings.



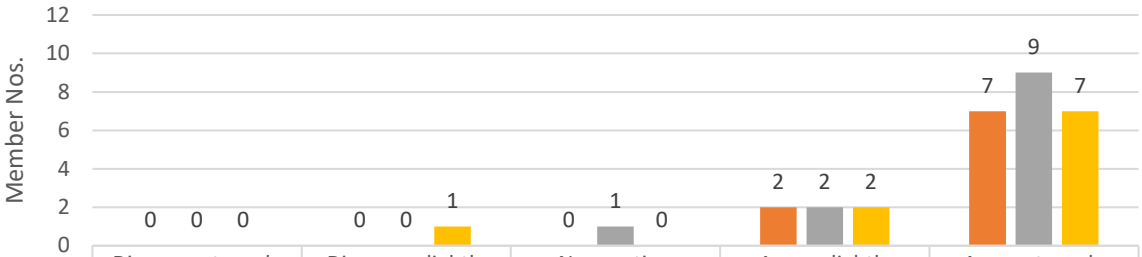
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	1	8
2021	0	0	0	2	10
2023	0	0	0	1	9

23. The Board follows good decision making processes.



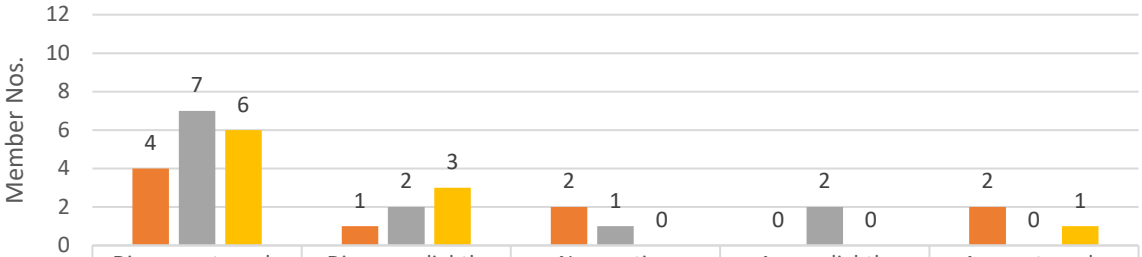
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	1	8
2021	0	0	0	2	10
2023	0	0	0	1	9

24. Once the Board has finished discussing something, it is clear who is going to do what and when.



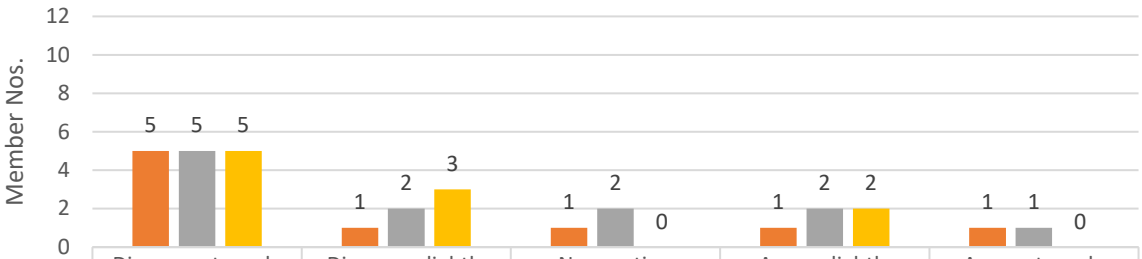
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	2	7
2021	0	0	1	2	9
2023	0	1	0	2	7

25. Some Board members dominate discussions and this discourages quieter Board members from contributing.



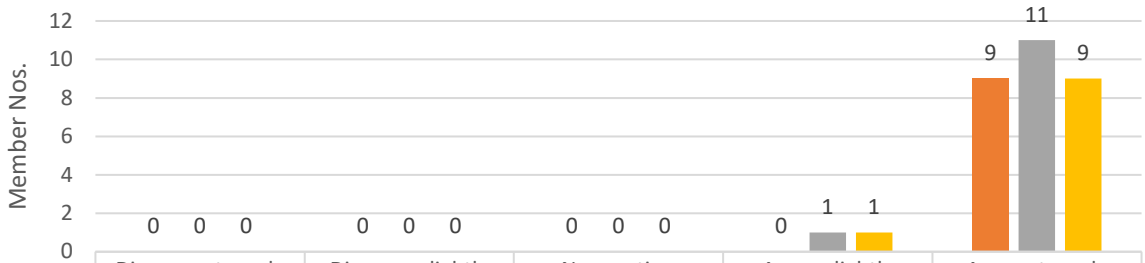
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	4	1	2	0	2
2021	7	2	1	2	0
2023	6	3	0	0	1

26. The agenda for meetings is too full of "routine" motions or items "for information only".



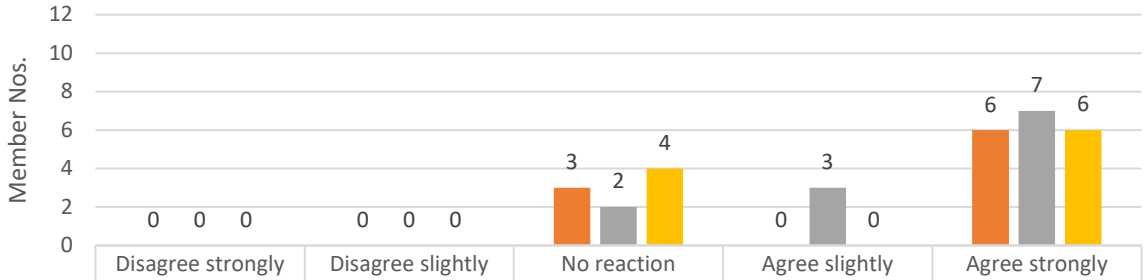
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	5	1	1	1	1
2021	5	2	2	2	1
2023	5	3	0	2	0

27. School Board minutes are a true and accurate record of meetings and endorsed by the Board.



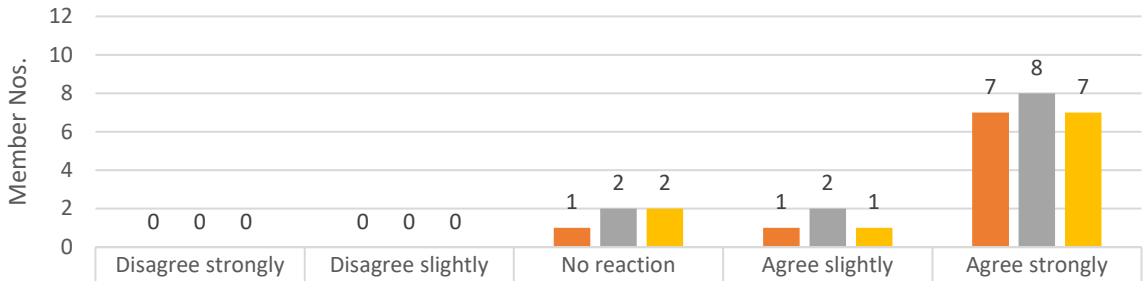
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	0	9
2021	0	0	0	1	11
2023	0	0	0	1	9

28. Minutes of meetings are made available to the school community.

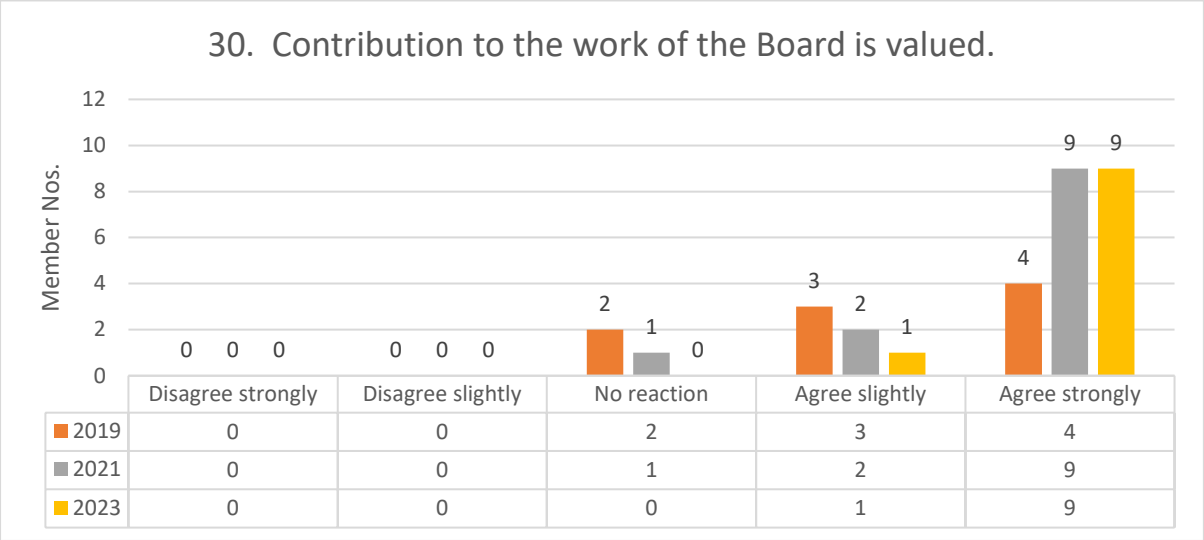


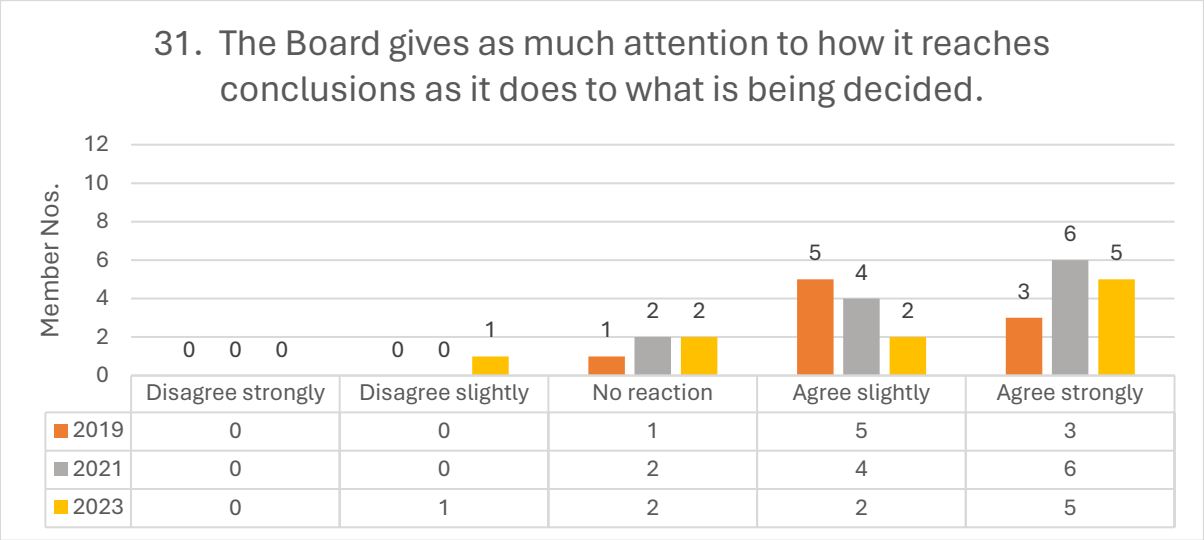
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	3	0	6
2021	0	0	2	3	7
2023	0	0	4	0	6

29. Board members support Board decisions outside the meeting.

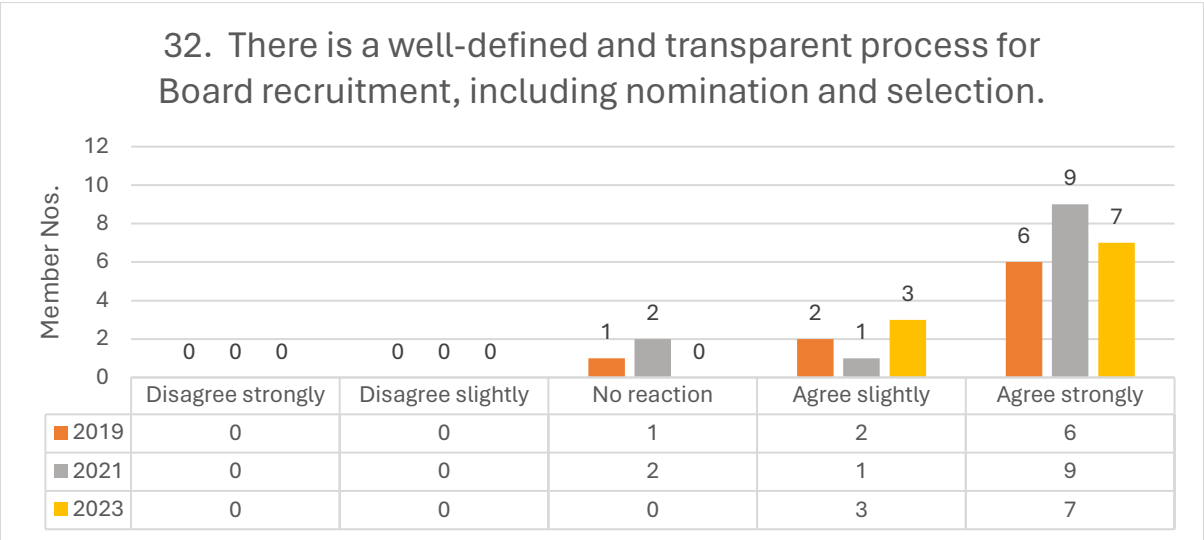


	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	1	7
2021	0	0	2	2	8
2023	0	0	2	1	7

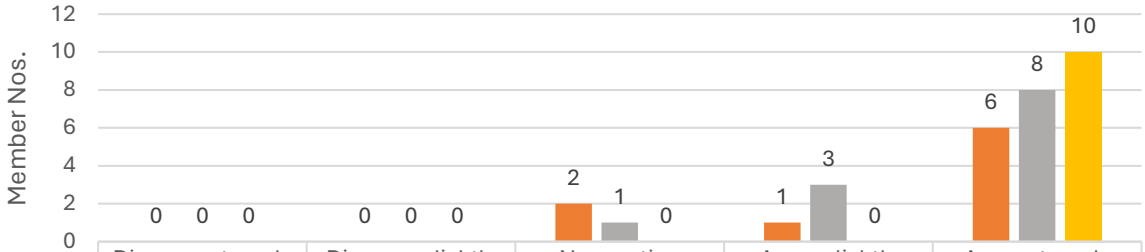




COMPOSITION OF THE BOARD

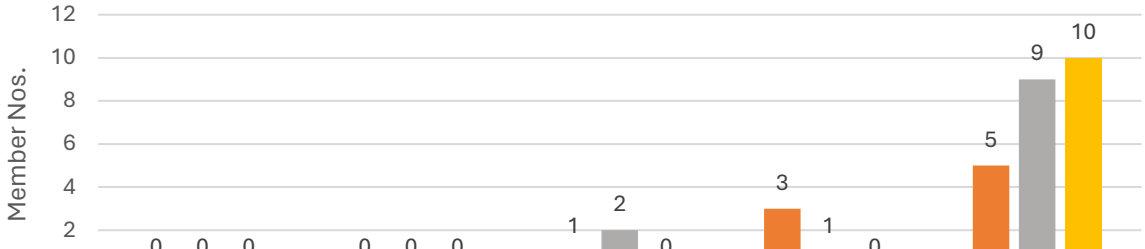


33. Consideration been given to the composition of the Board (and/or process to refresh), to ensure the Board has members with appropriate skills and capacity to effectively undertake the roles and responsibilities.



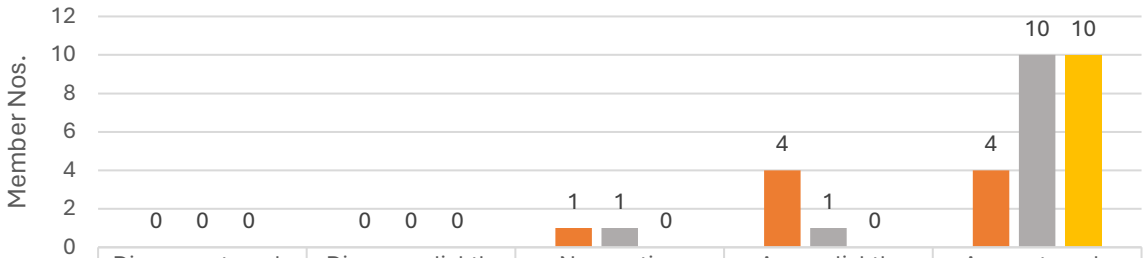
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	2	1	6
2021	0	0	1	3	8
2023	0	0	0	0	10

34. The Board has sufficient diversity of relevant experience and perspective.



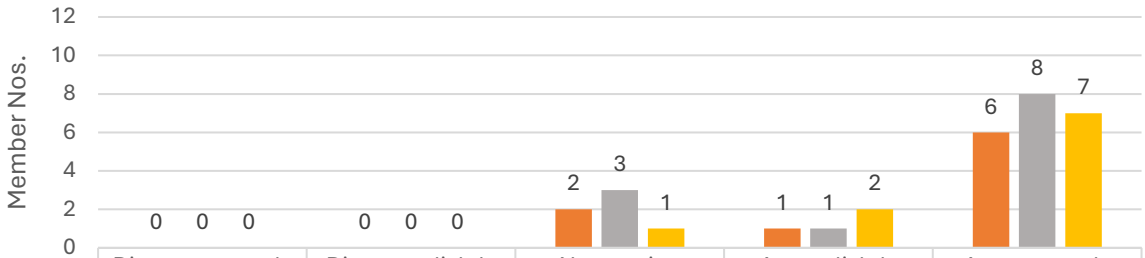
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	3	5
2021	0	0	2	1	9
2023	0	0	0	0	10

35. Board members are able to commit the time required for their role.



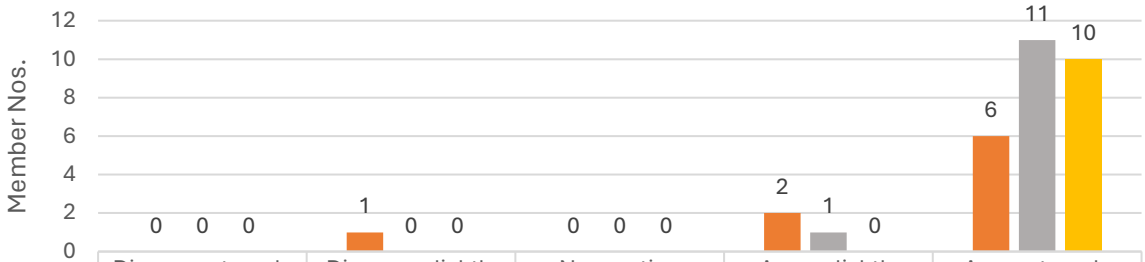
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	4	4
2021	0	0	1	1	10
2023	0	0	0	0	10

36. The Terms of Reference identifies procedures relating to the replacement or removal of Board members.



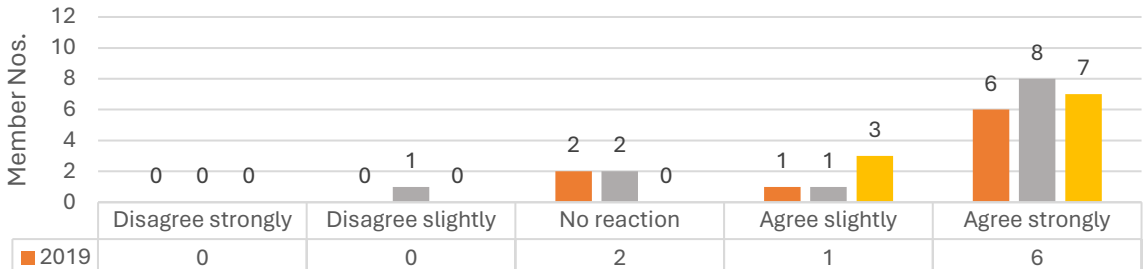
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	2	1	6
2021	0	0	3	1	8
2023	0	0	1	2	7

37. The Board is of a size that is sufficient to enable it to have the necessary knowledge, skills and experience.

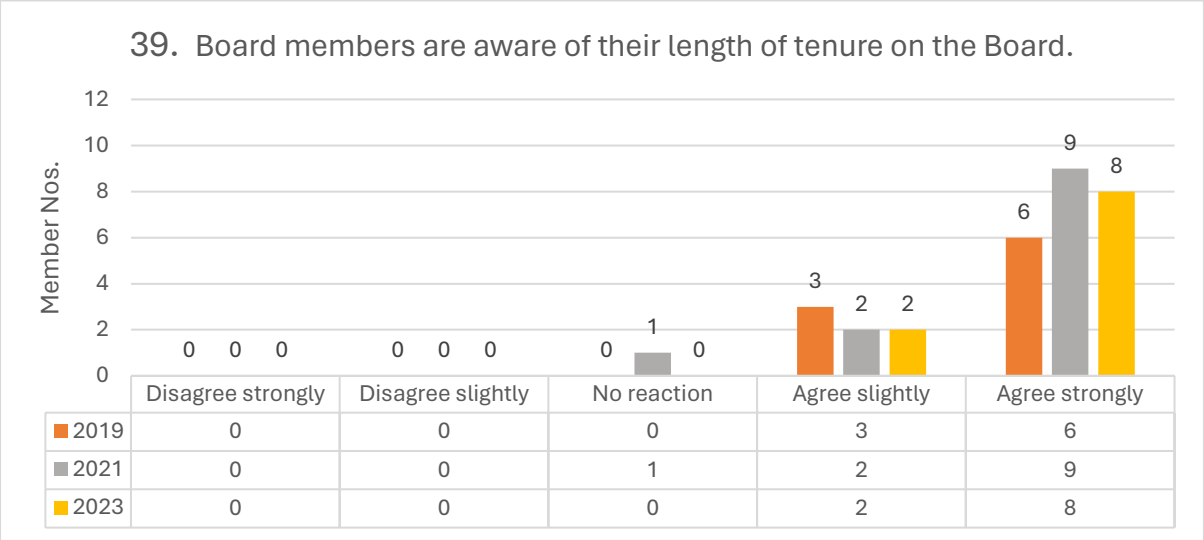


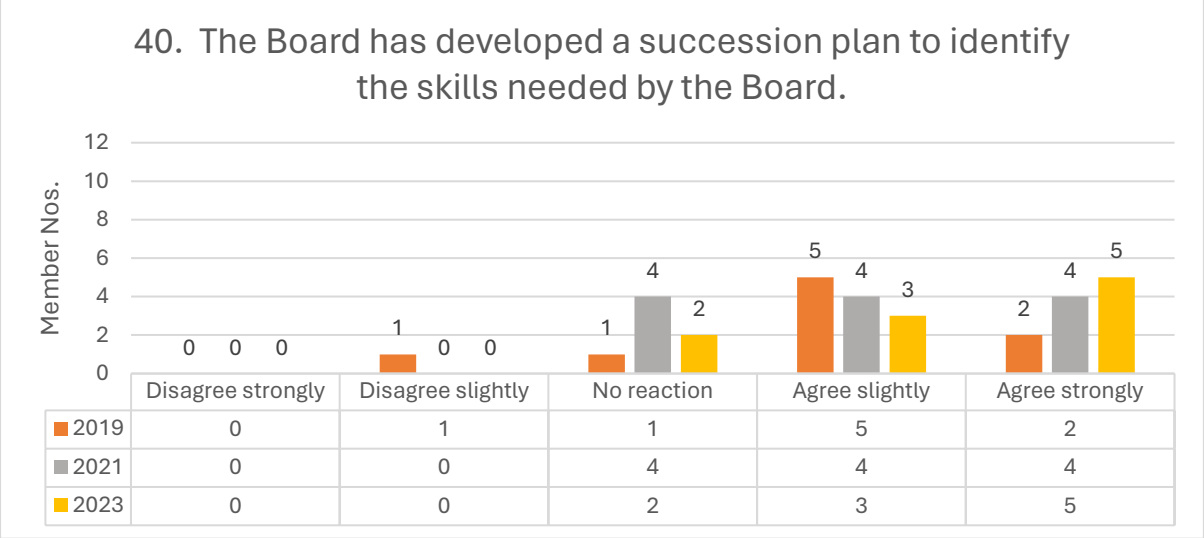
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	1	0	2	6
2021	0	0	0	1	11
2023	0	0	0	0	10

38. Tenures of Board members are staggered in such a way so as not to cause undue disruption to Board upon term completion.



	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	2	1	6
2021	0	1	2	1	8
2023	0	0	0	3	7

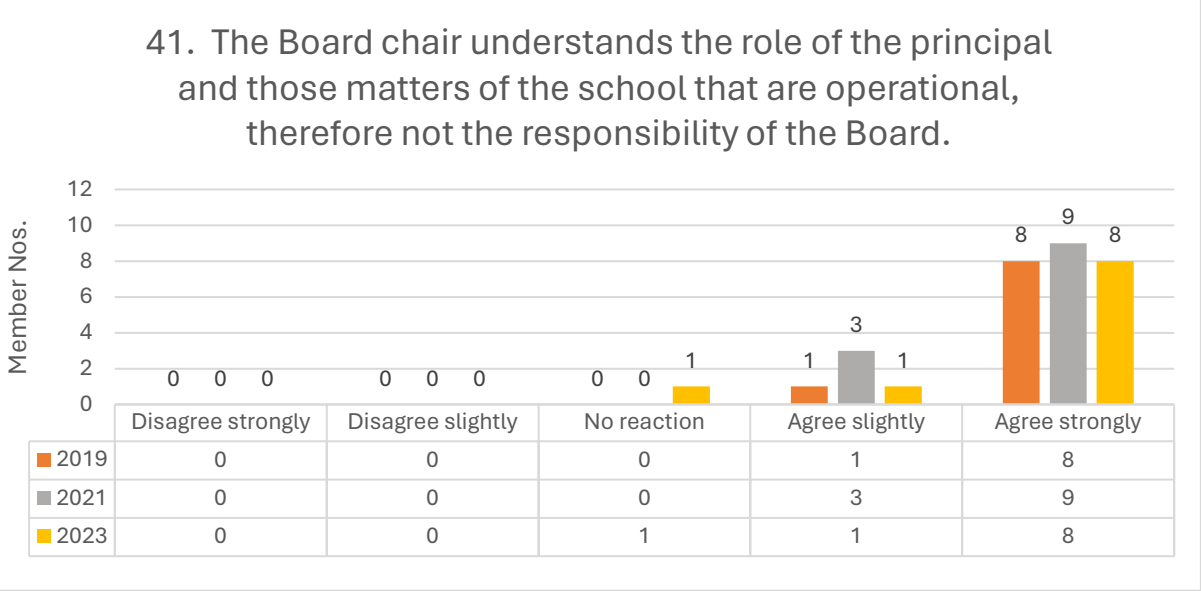


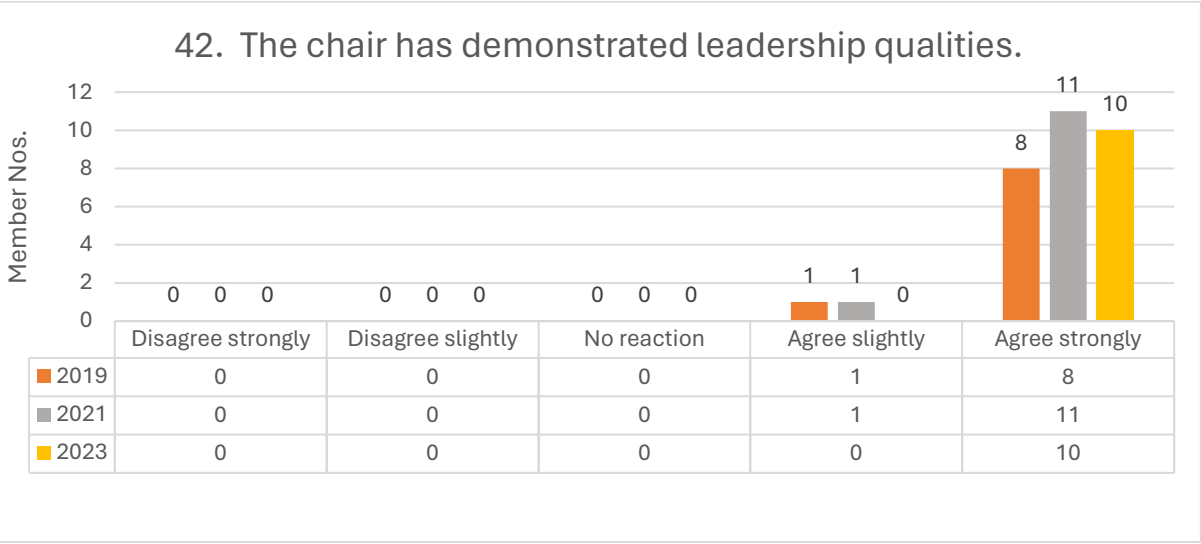


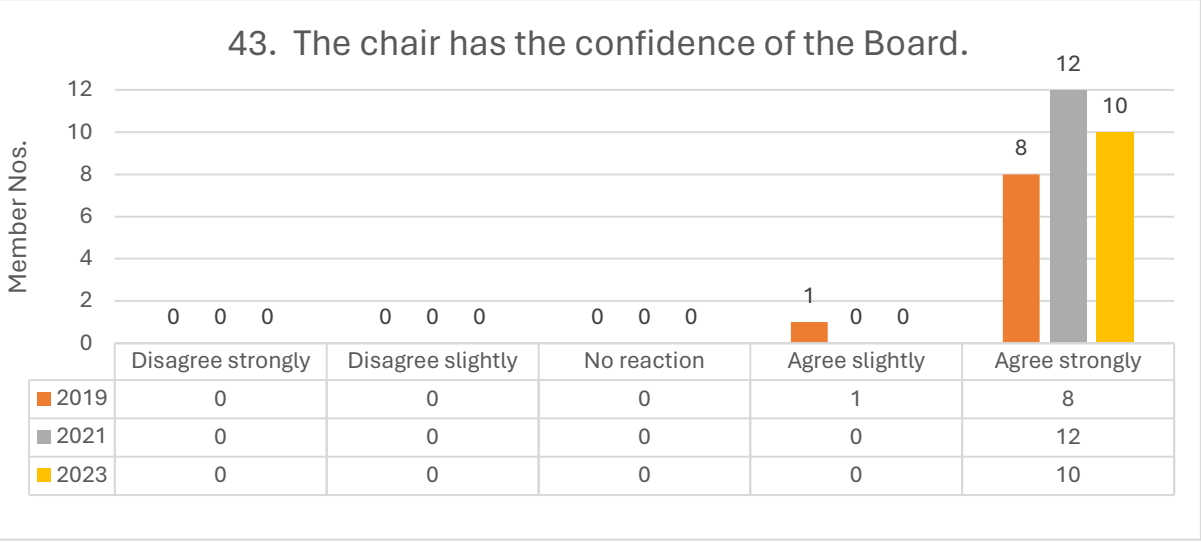
2021 Comments Questions 32-40:

- Unaware of a succession plan other than the normal board nominations.
- Consider an Aboriginal representation?

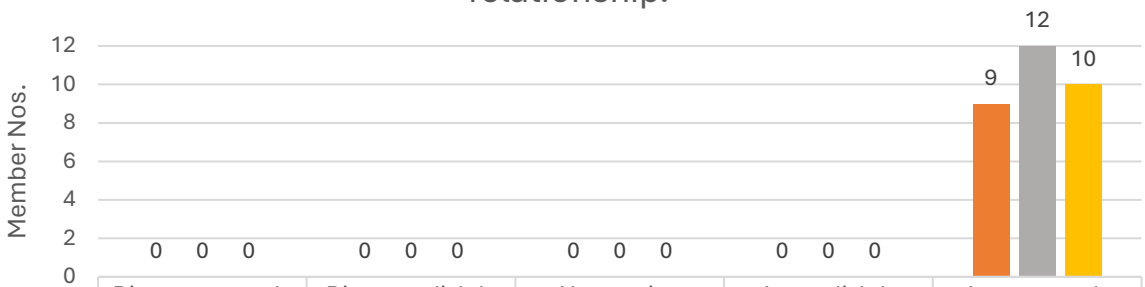
THE BOARD CHAIR





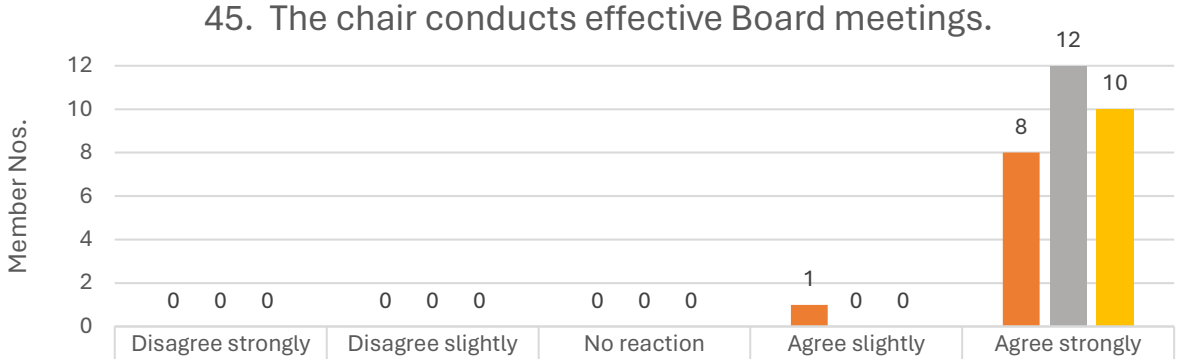


44. The chair and the principal have a respectful working relationship.



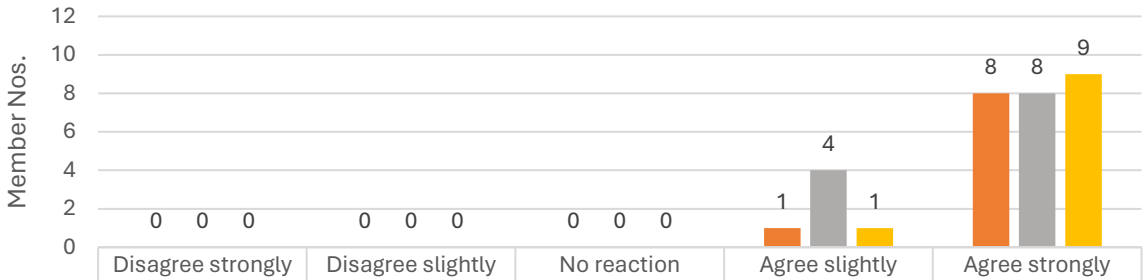
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	0	9
2021	0	0	0	0	12
2023	0	0	0	0	10

45. The chair conducts effective Board meetings.



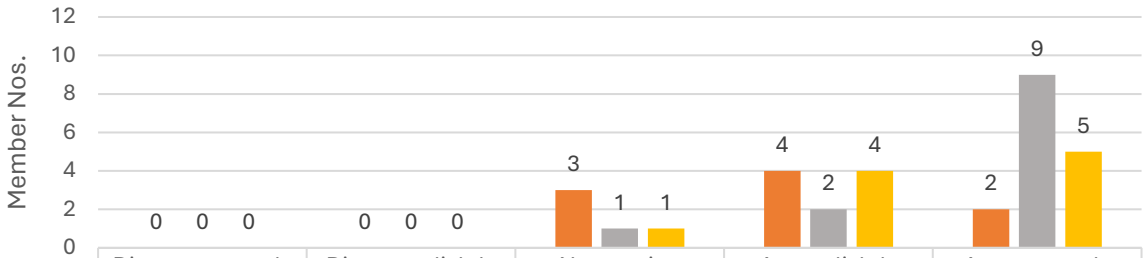
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	1	8
2021	0	0	0	0	12
2023	0	0	0	0	10

46. The chair conducts Board meetings according to the set agenda and meetings always run to time.



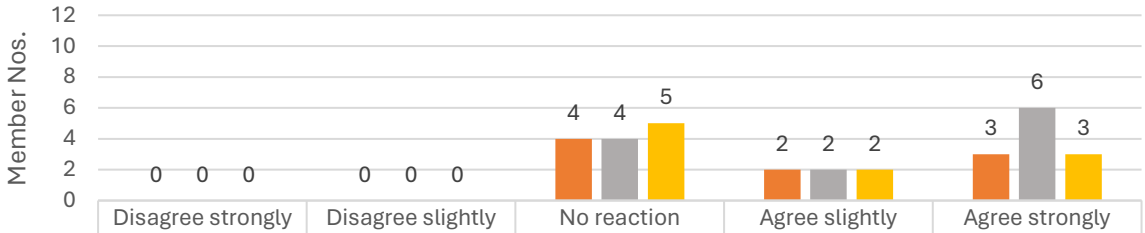
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	1	8
2021	0	0	0	4	8
2023	0	0	0	1	9

47. The chair reports back to the school community after Board meetings.



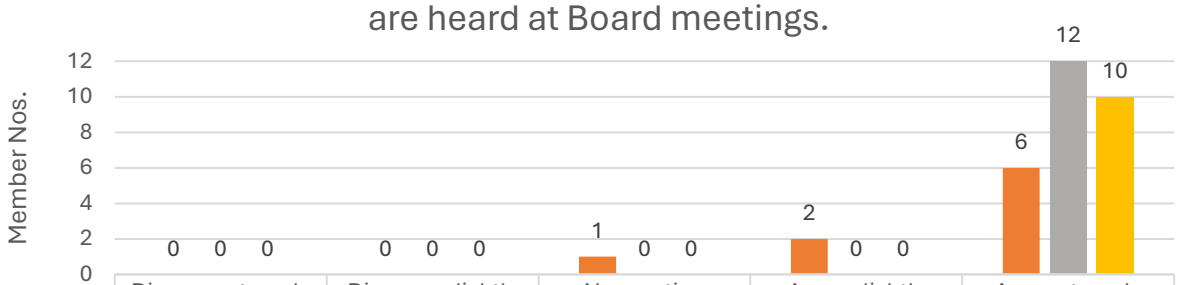
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	3	4	2
2021	0	0	1	2	9
2023	0	0	1	4	5

48. The chair meets with the principal before every School Board meeting to set the agenda and clarify issues of concern.

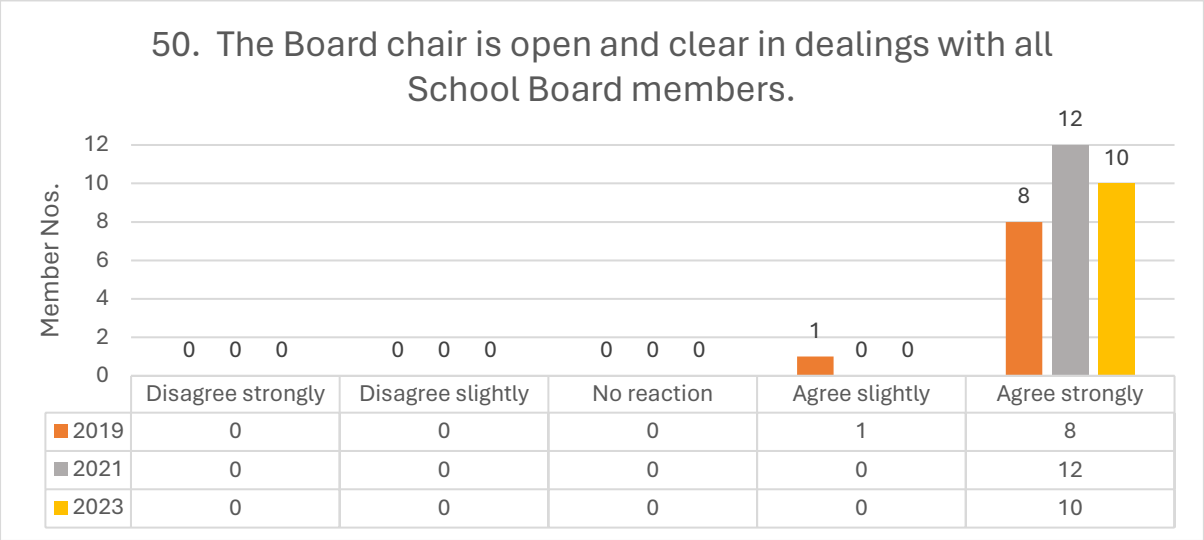


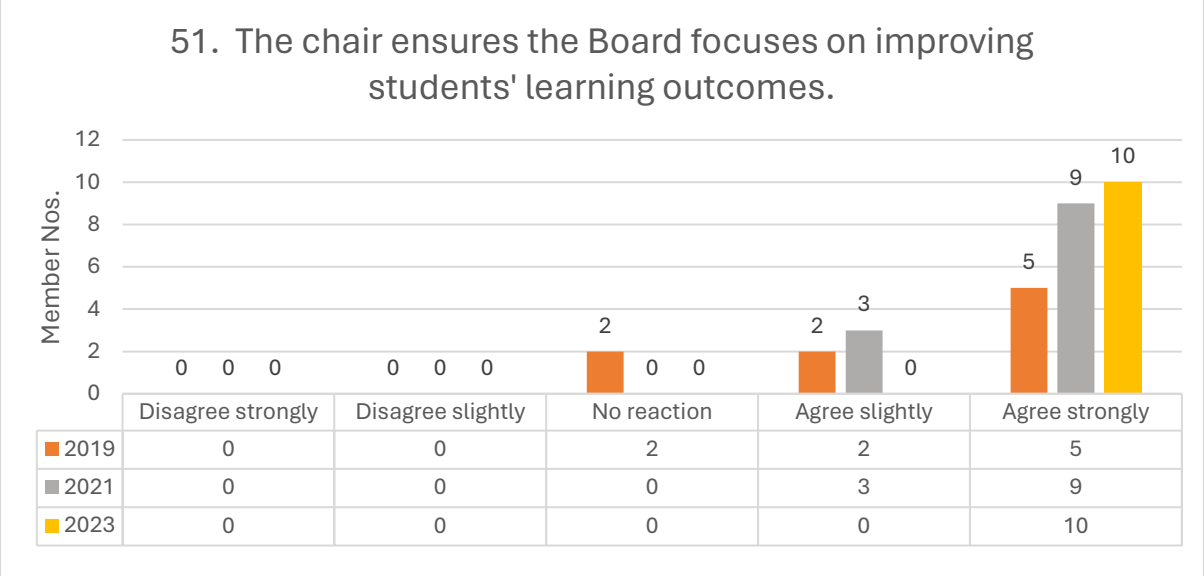
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	4	2	3
2021	0	0	4	2	6
2023	0	0	5	2	3

49. The chair supports all Board members and ensure they are heard at Board meetings.



	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	2	6
2021	0	0	0	0	12
2023	0	0	0	0	10

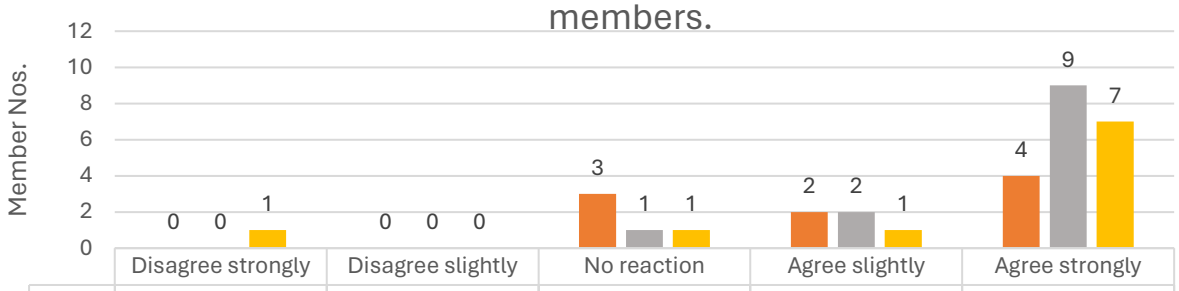




2023 Comments Question 41-51: Board Chair is very focussed on student outcomes and wellbeing which is great. Board Chair also considers effective communication with the community and stakeholders which is important.

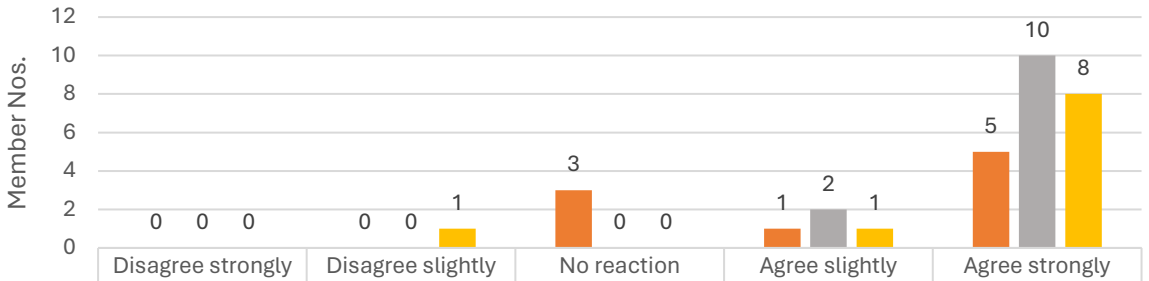
CULTURE AND ETHICS

52. The Board has developed a code of conduct and agreed set of values and behaviours to guide Board members.



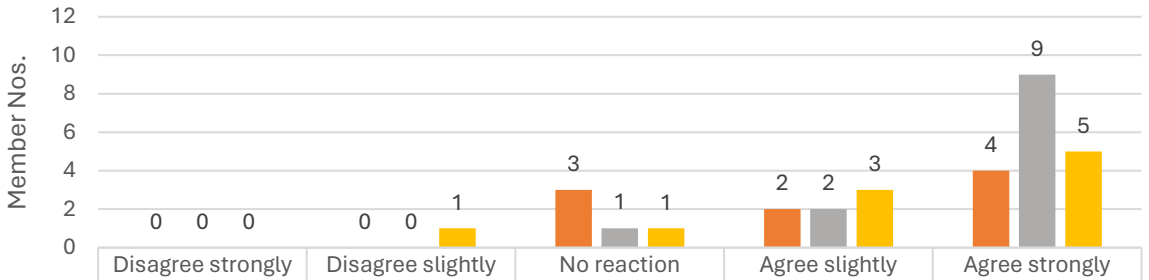
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	3	2	4
2021	0	0	1	2	9
2023	1	0	1	1	7

53. The Board holds itself accountable for compliance with the formal code of conduct and ethical standards.



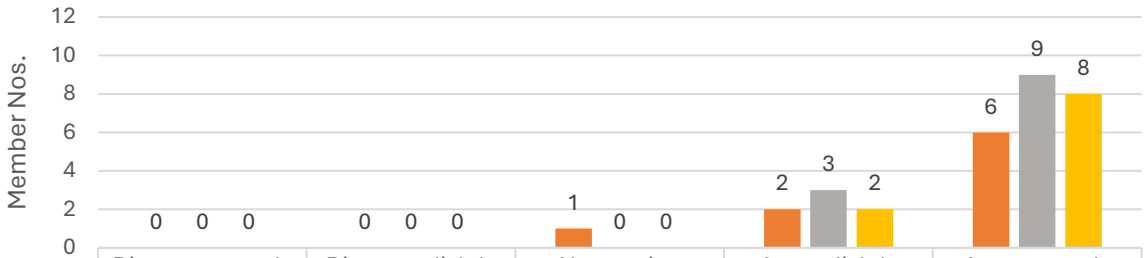
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	3	1	5
2021	0	0	0	2	10
2023	0	1	0	1	8

54. Board members understand the code of conduct and adherence is reviewed regularly.



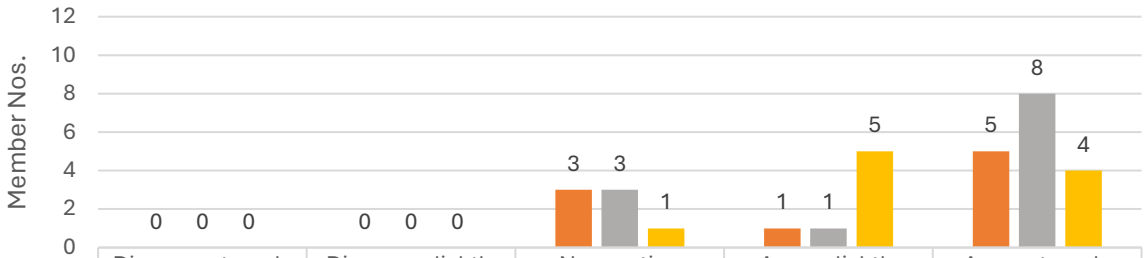
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	3	2	4
2021	0	0	1	2	9
2023	0	1	1	3	5

55. There is a shared Board culture which ensures the active engagement of all members.



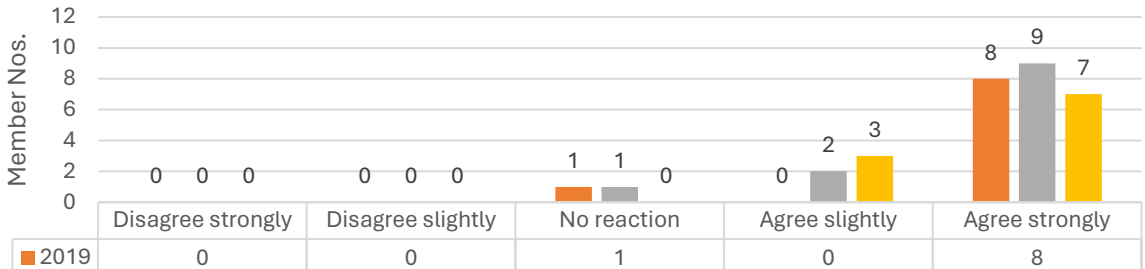
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	2	6
2021	0	0	0	3	9
2023	0	0	0	2	8

56. There is a formal process relating to the declaration and handling of conflicts of interest.



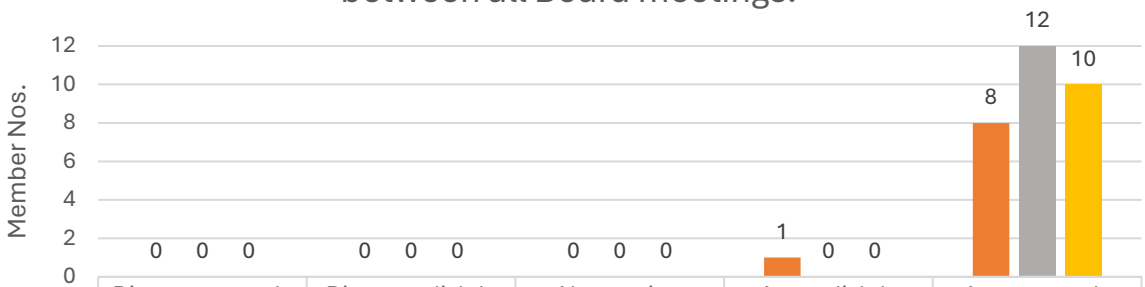
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	3	1	5
2021	0	0	3	1	8
2023	0	0	1	5	4

57. The Board uses information appropriately, respects confidentiality and uses information for the purpose for which it was made available.



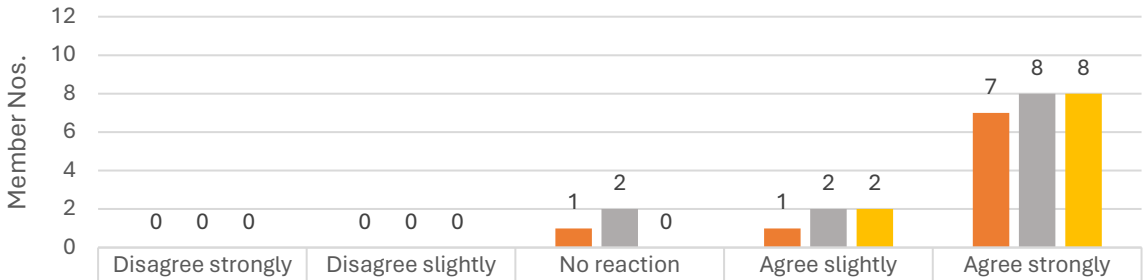
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	0	8
2021	0	0	1	2	9
2023	0	0	0	3	7

58. Respect and collegiality is maintained throughout and between all Board meetings.



	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	1	8
2021	0	0	0	0	12
2023	0	0	0	0	10

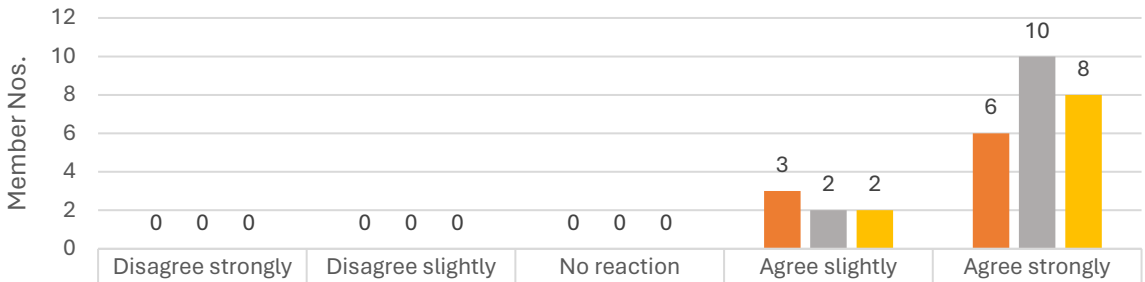
59. Efforts are made to help Board members get to know one another and develop "team spirit" in the group.



	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	1	7
2021	0	0	2	2	8
2023	0	0	0	2	8

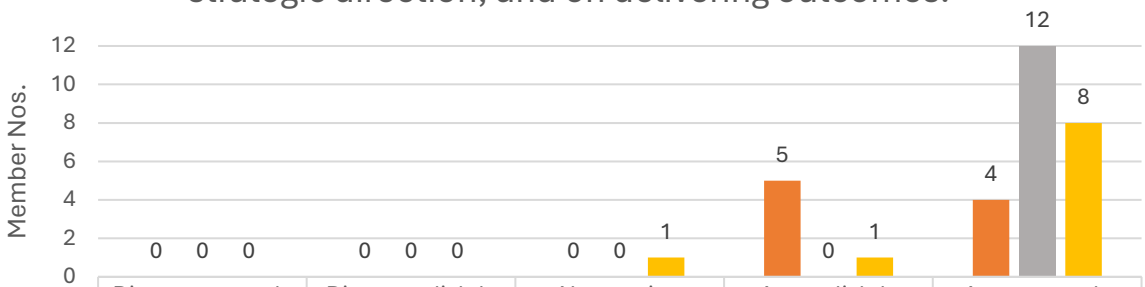
STRATEGIC FOCUS

60. The Board understands the organisational structure of the school and the role of the principal.



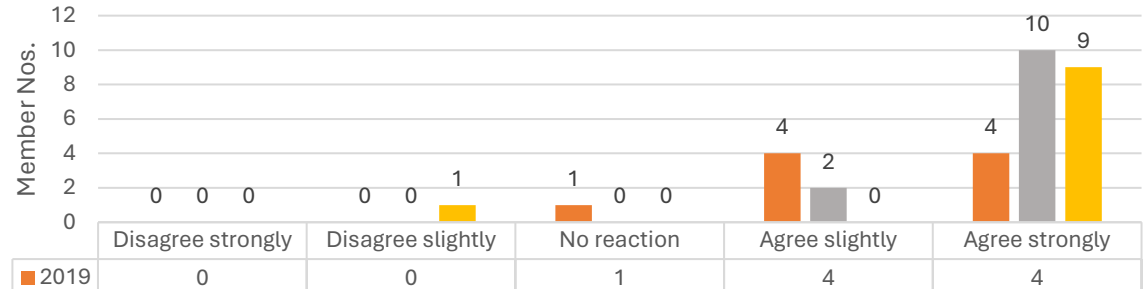
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	3	6
2021	0	0	0	2	10
2023	0	0	0	2	8

61. The Board and principal share the same view of the strategic direction, and on delivering outcomes.



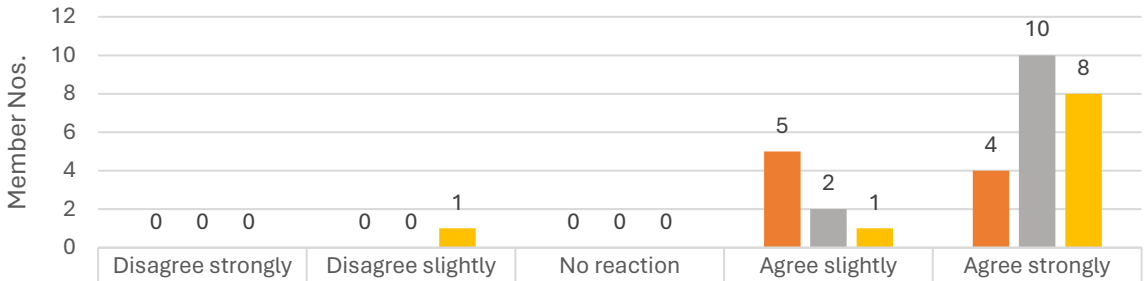
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	5	4
2021	0	0	0	0	12
2023	0	0	1	1	8

62. The Board is appropriately and regularly involved in the development, review and approval of the strategic direction.

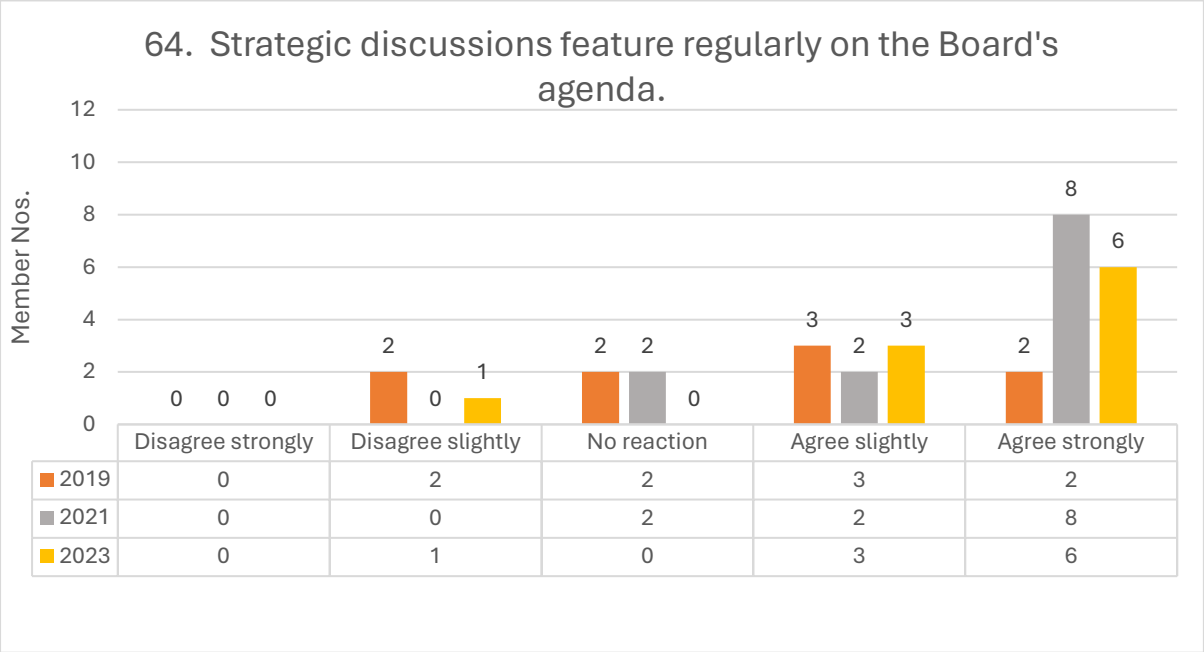


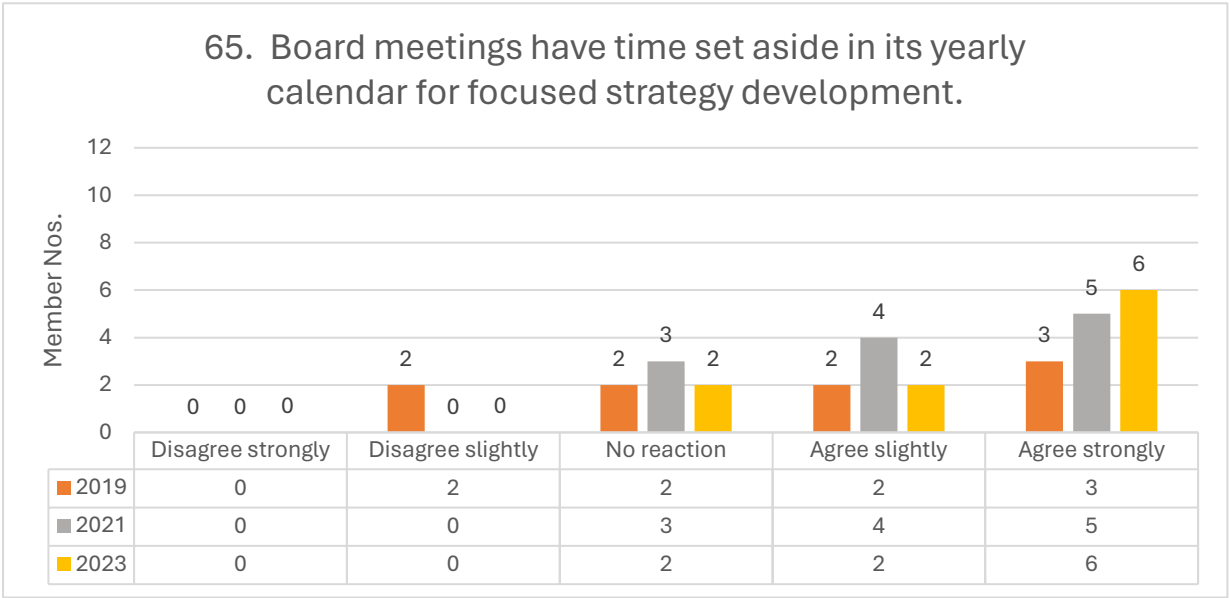
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	4	4
2021	0	0	0	2	10
2023	0	1	0	0	9

63. The Board is satisfied that the strategic direction is appropriate, sustainable and feasible.



	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	5	4
2021	0	0	0	2	10
2023	0	1	0	1	8

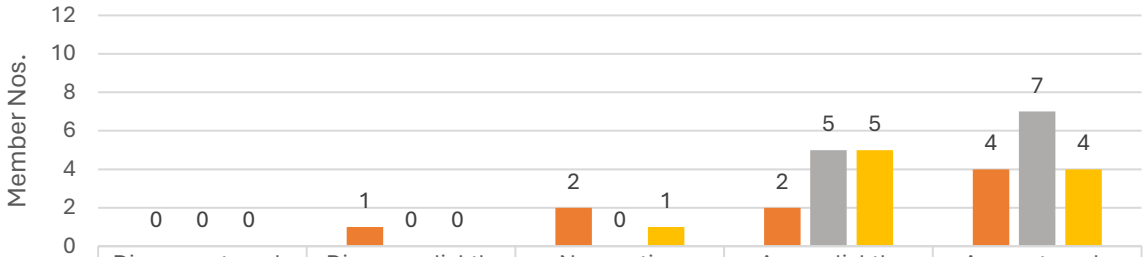




2023 Comments Questions 60-65: Focused strategy development might need more focus if there are changes in executive team in the next few years.

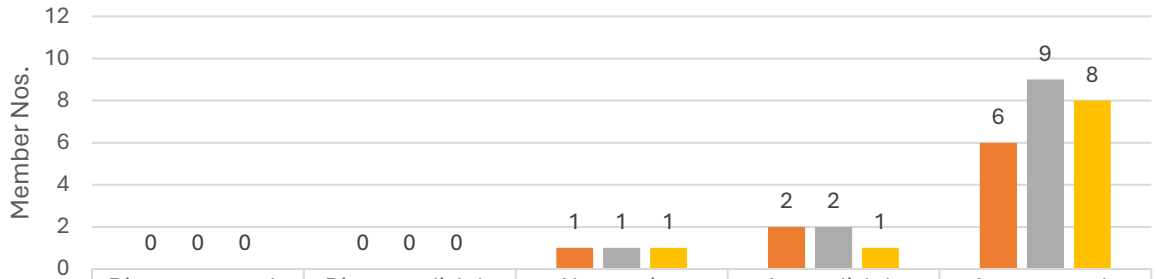
RESPONSIBILITY AND COLLECTIVE ACCOUNTABILITY

66. Board members receive an orientation or induction regarding their roles and responsibilities.



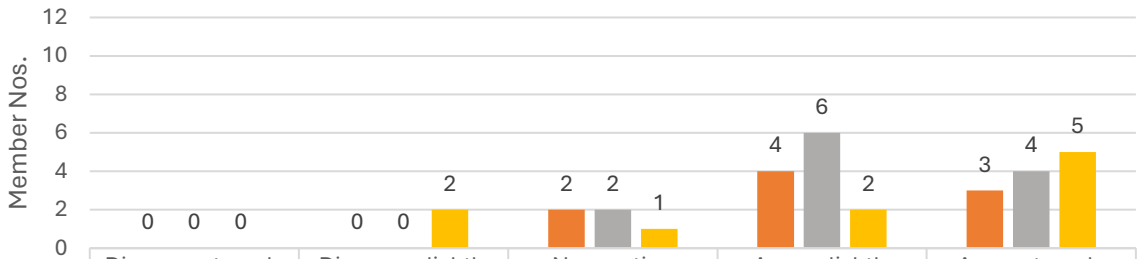
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	1	2	2	4
2021	0	0	0	5	7
2023	0	0	1	5	4

67. The Board has a healthy ethos of continuous improvement and in developing its governance.



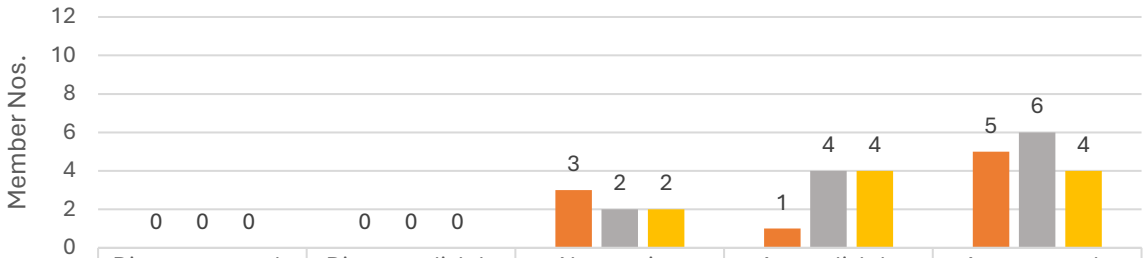
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	1	2	6
2021	0	0	1	2	9
2023	0	0	1	1	8

68. The Board encourages relevant ongoing development of its members' skills.



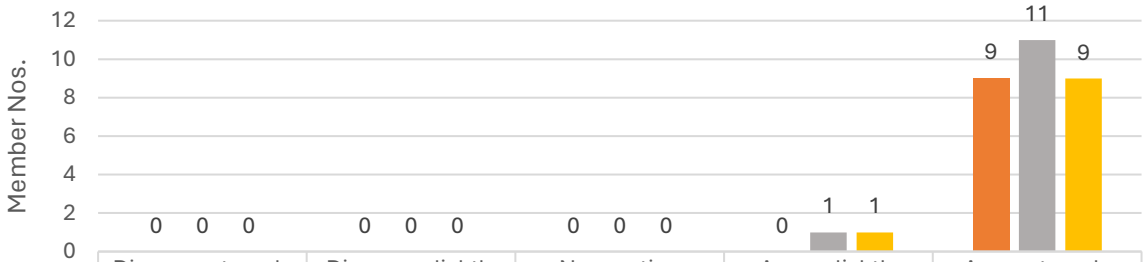
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	2	4	3
2021	0	0	2	6	4
2023	0	2	1	2	5

69. The Board take external advice from professional advisors when necessary.



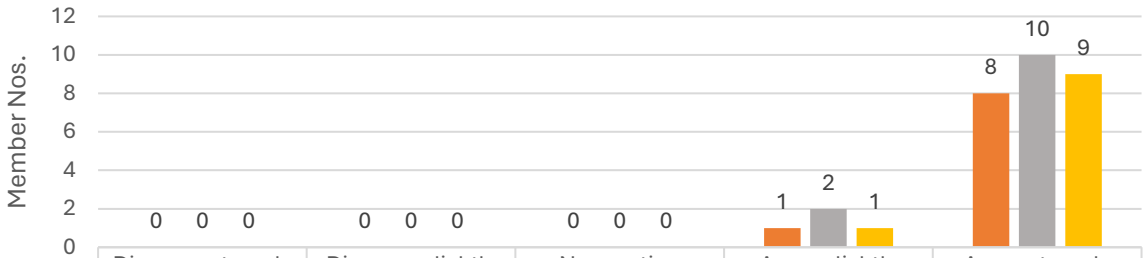
	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	3	1	5
2021	0	0	2	4	6
2023	0	0	2	4	4

70. The Board acts in good faith and makes all decisions with the best interests of students.

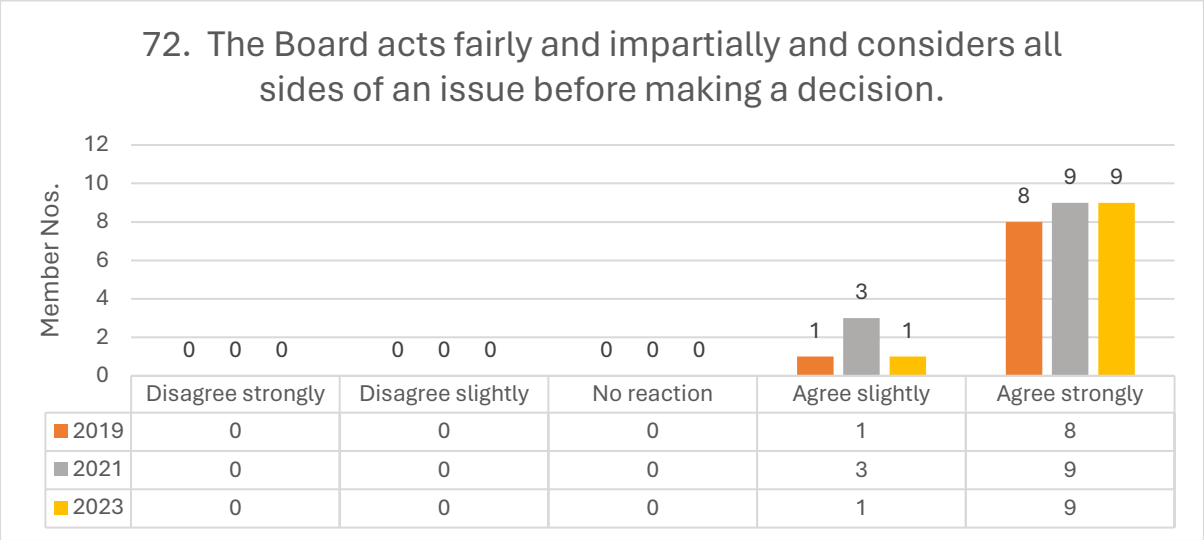


	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	0	9
2021	0	0	0	1	11
2023	0	0	0	1	9

71. Board members work cooperatively with one another and the school community.



	Disagree strongly	Disagree slightly	No reaction	Agree slightly	Agree strongly
2019	0	0	0	1	8
2021	0	0	0	2	10
2023	0	0	0	1	9



THE END – THANK YOU