



**CHURCHLANDS  
SENIOR HIGH SCHOOL**

**CHURCHLANDS SENIOR HIGH  
SCHOOL BOARD**

**SCHOOL BOARD EFFECTIVENESS SURVEY  
COMPARISON  
2013/2014/2015/2016/2017/2019/2021**

**2021 – Survey completed by 12 members**

2019 – Survey completed by 9 members

**2017 – Survey completed by 10 members**

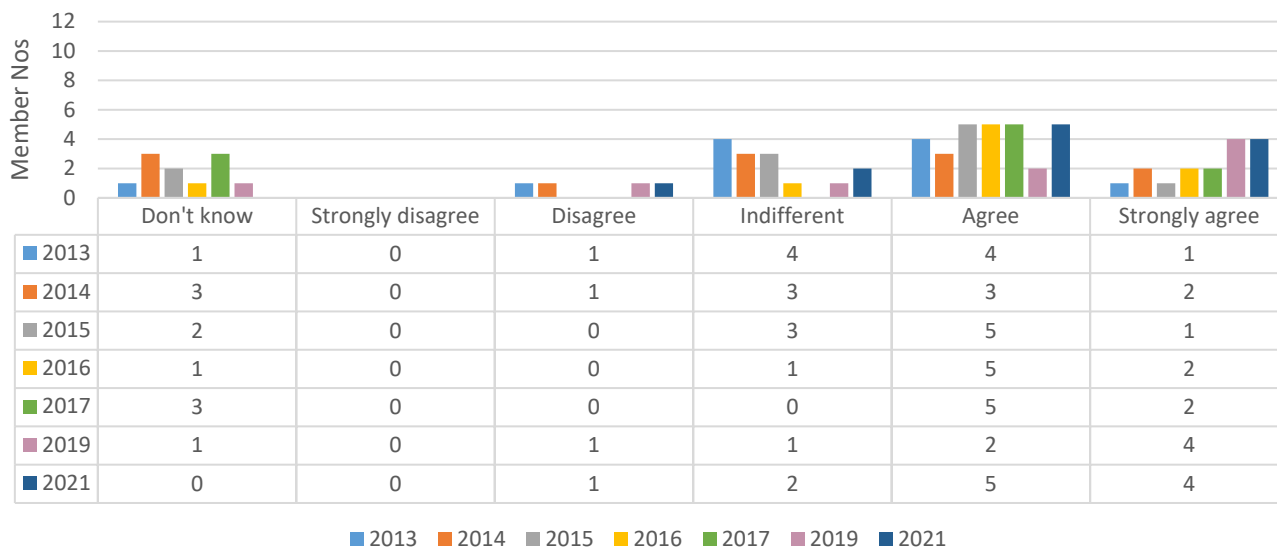
2016 – Survey completed by 9 members

2015 – Survey completed by 11 members

2014 – Survey completed by 12 members

2013 – Survey completed by 12 members

### 1. The induction procedure adequately prepares new Board members for the role.



2017 Comment: It's been a while since I did so I'm not sure.

2016 Comment: I can't remember the induction other than receiving written material on the school and board which provides a background. Perhaps we can link new board members with an existing one...like a buddy system to assist if they need added support in the first few months.

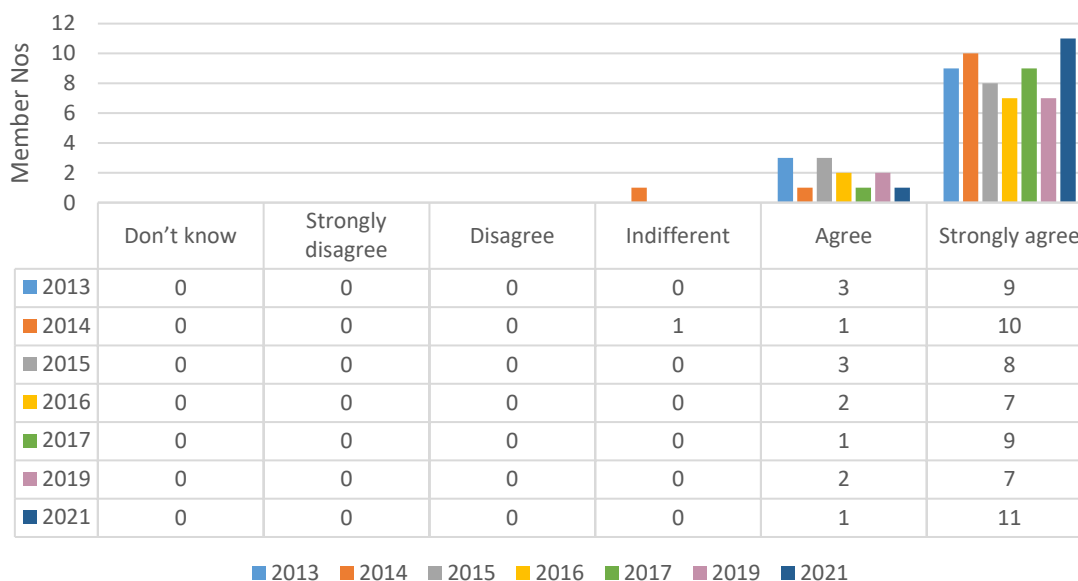
2016 Comment: I completed a rather rigorous two day workshop. This has been invaluable. I am aware that new members do complete some form of induction which is essential.

2015 Comment: I went to an information session some years ago. Not sure what was done for new members this year.

2015 Comment: I completed two days of induction at the Education Department. I felt confident with the process at the conclusion.

2014 Comment: Opportunities are provided. Not sure if taken up by everyone

## 2. Minutes/agendas/reports are received in time to thoroughly prepare prior to meetings.



2017 Comment: Kylie does an excellent job.

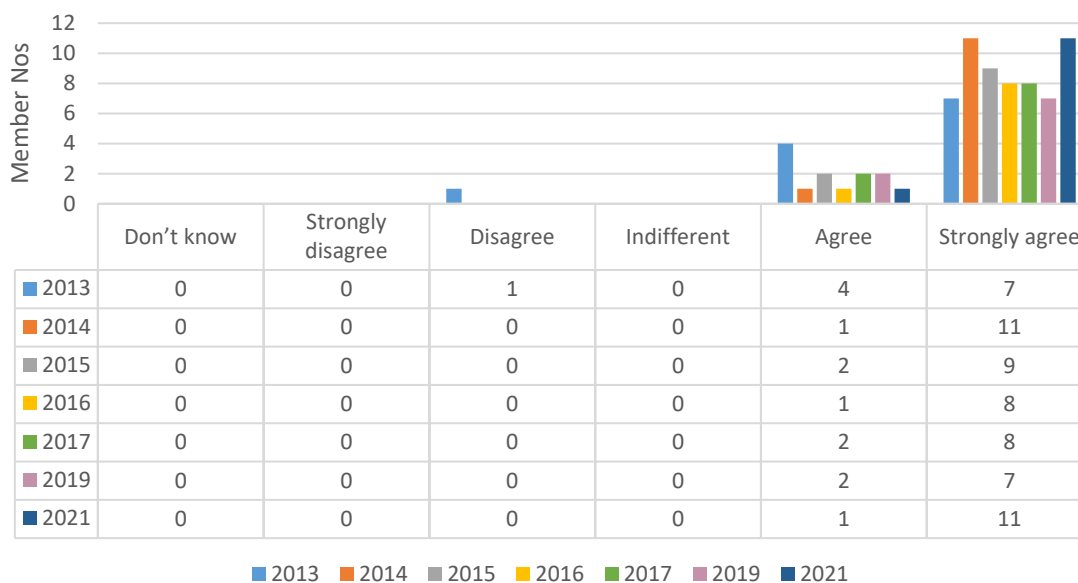
2016 Comment: *Highly reliable minutes and records kept.*

2015 Comment: Kylie does a very thorough and efficient job of minutes, agendas etc.

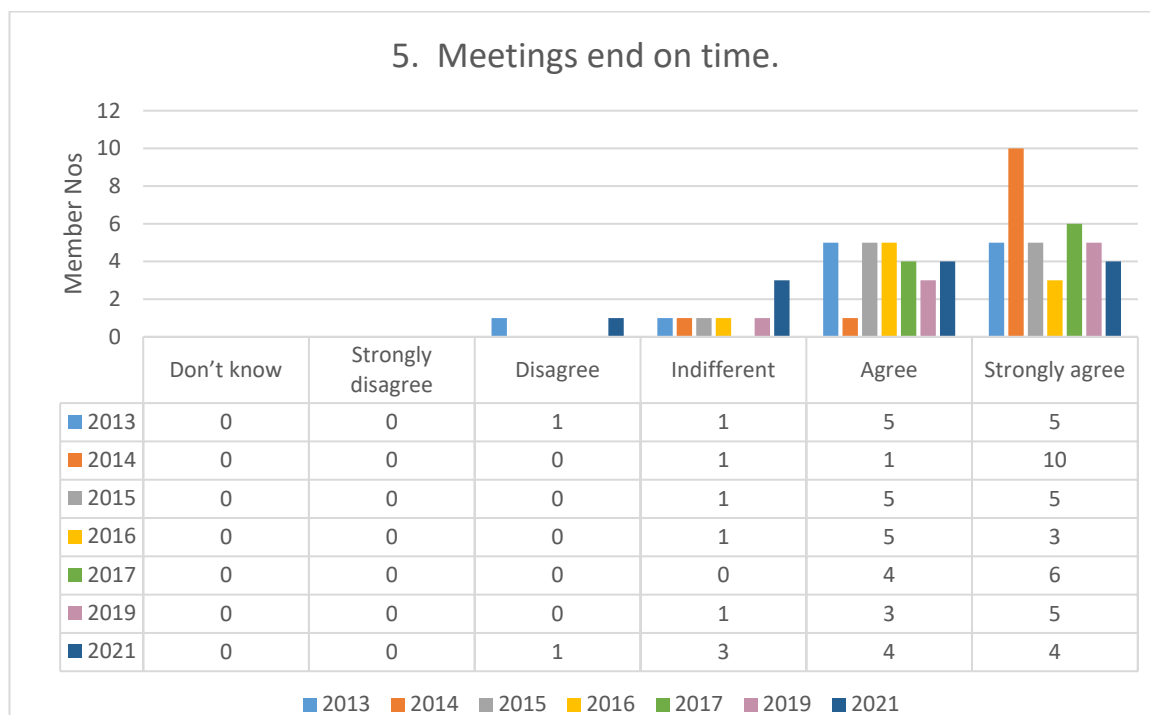
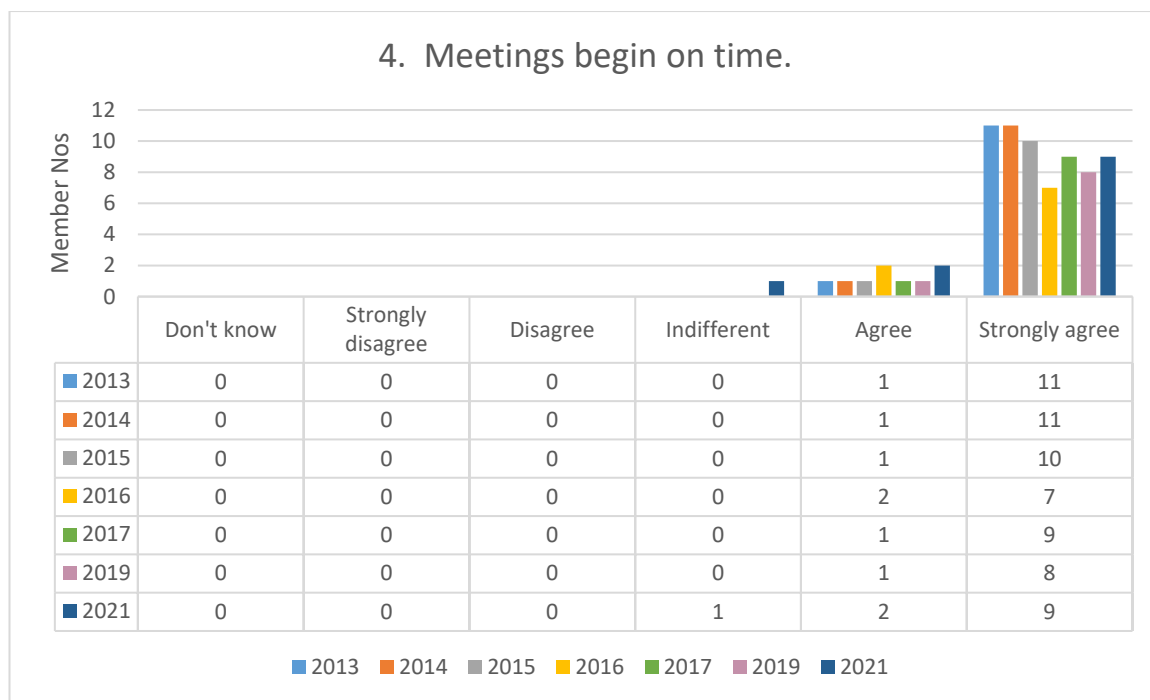
2015 Comment: These are always received with sufficient time to read and reflect before the next meeting.

2014 Comment: Option of getting printed copies before meeting would be helpful – end up with 2 sets after printing at home.

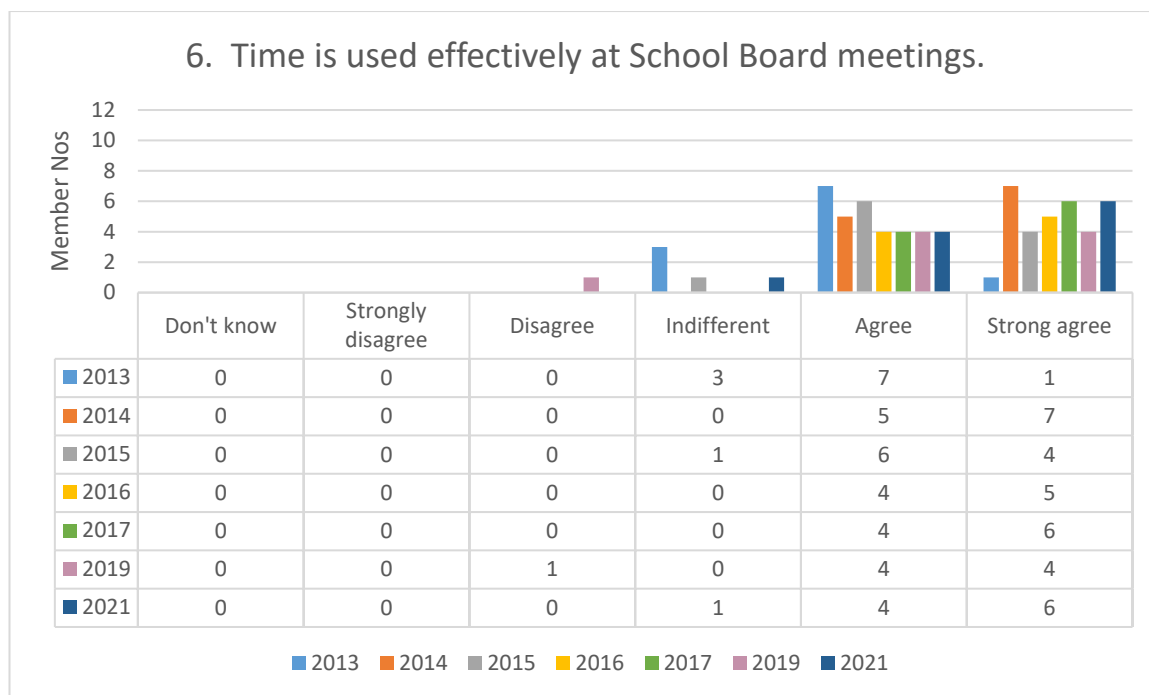
## 3. Minutes accurately reflect meeting outcomes.



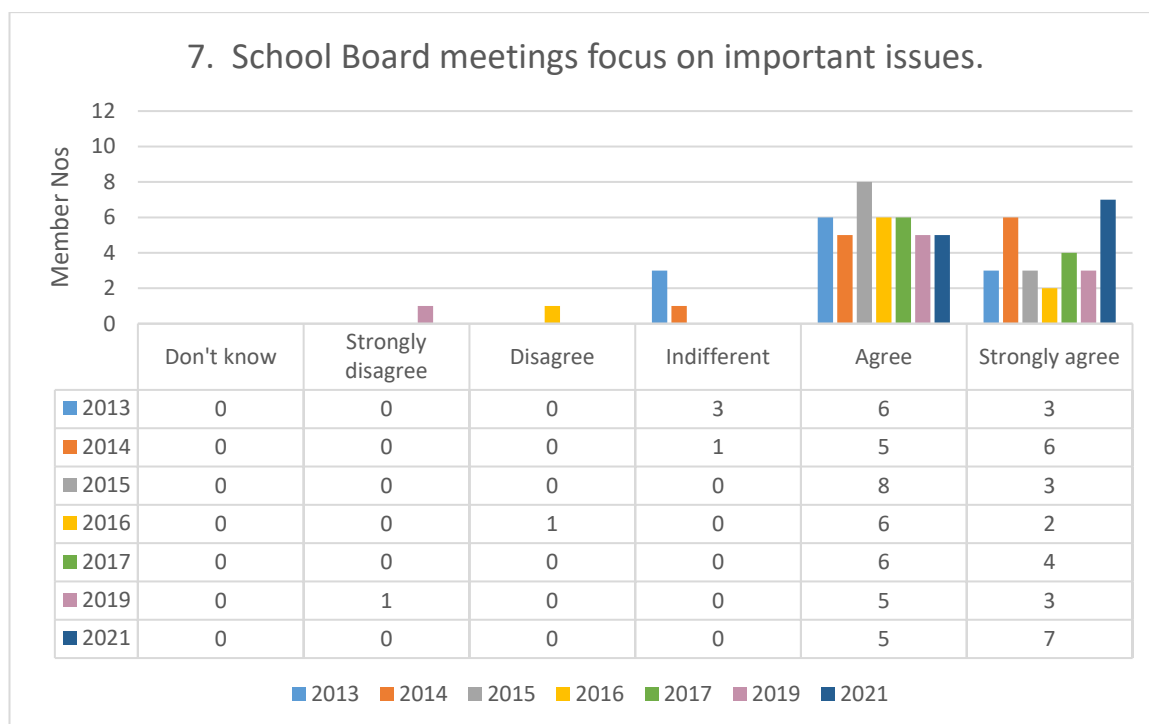
2015 Comment: I feel very confident in the minute taking and record keeping.



*2016 Comment: The meetings are always efficiently run while allowing time to examine issues in more detail where necessary.*  
*2016 Comment: Do not believe that there is a need for a closing time as it is important that discussion is had on some points which may go longer than expected.*

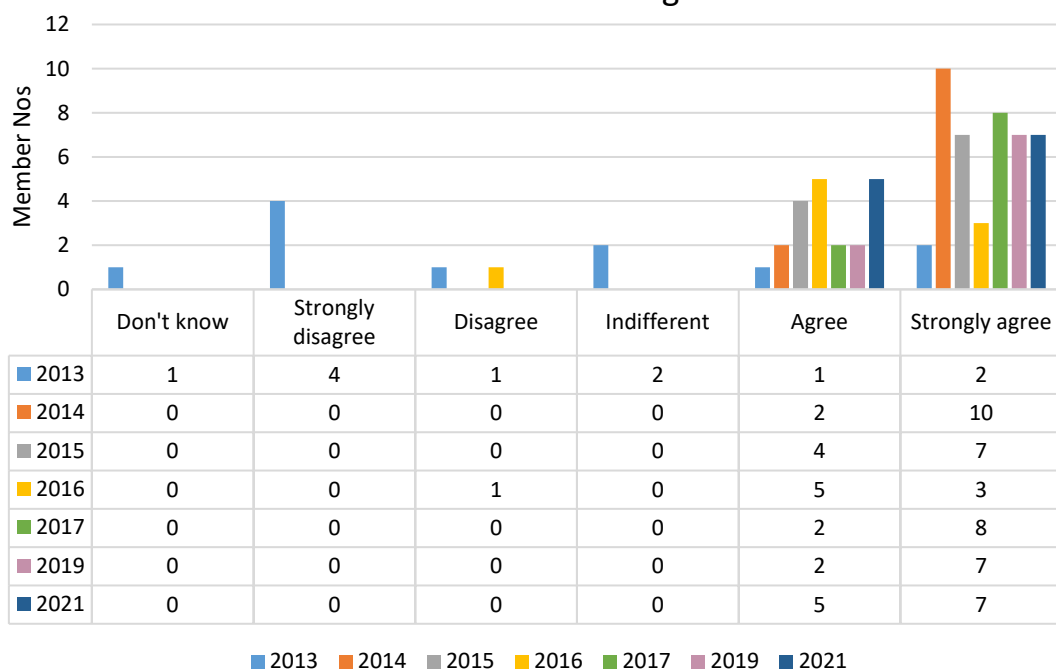


2015 Comment: Effort is made to provide every member with an opportunity to contribute and no-one dominates proceedings.



2016 Comment: There is always more content that could be discussed and would like to see the student representatives raise more issues. Would also like to see more knowledge of school issues raised at board level rather than just the big ticket items.  
 2016 Comment: I think the board would benefit from more presentations from areas of the school. It would be interesting to hear from HOLA's on their Faculty Plan for example.

### 8. Board members have sufficient opportunity to discuss/socialize with other Board members prior to or after Board meetings.

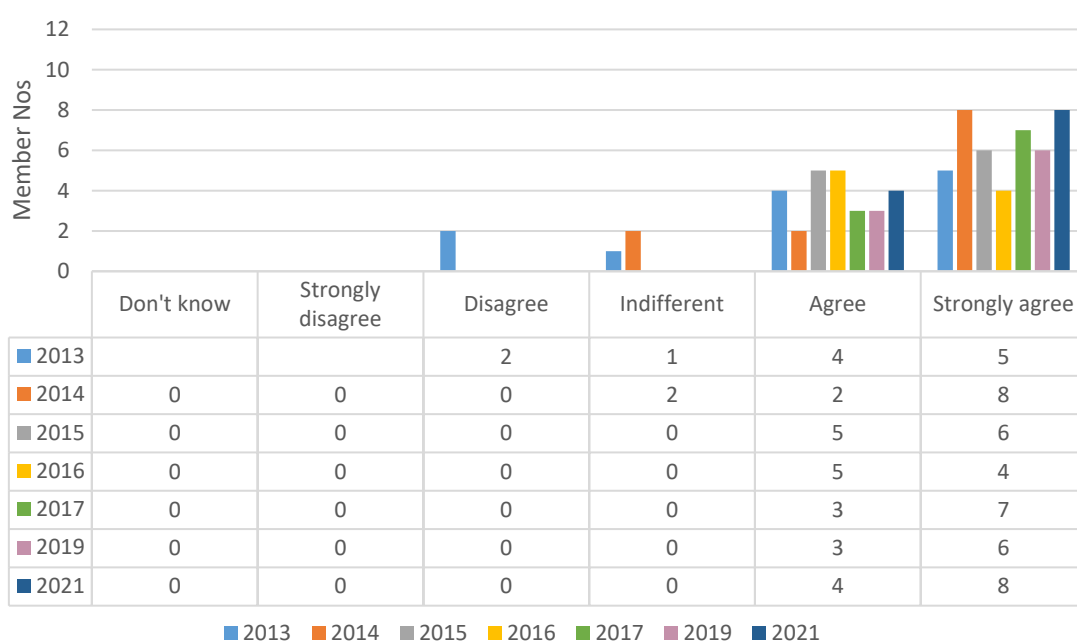


2016 Comment: Post meeting nibbles are a useful and enjoyable conclusion to each meeting.

2016 Comment: But time afterwards.

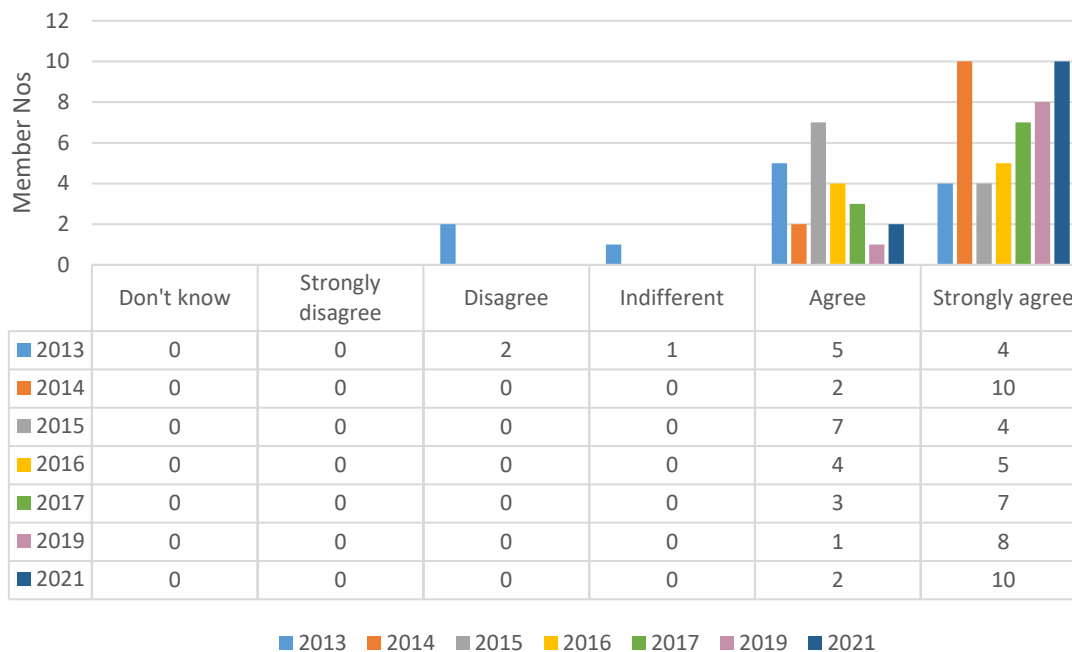
2015 Comment: I confess I have not supported this recent initiative to provide drinks after meetings. However, I do think it is a very positive addition and I will endeavour to contribute more in future.

### 9. The School Board follows good decision-making processes.

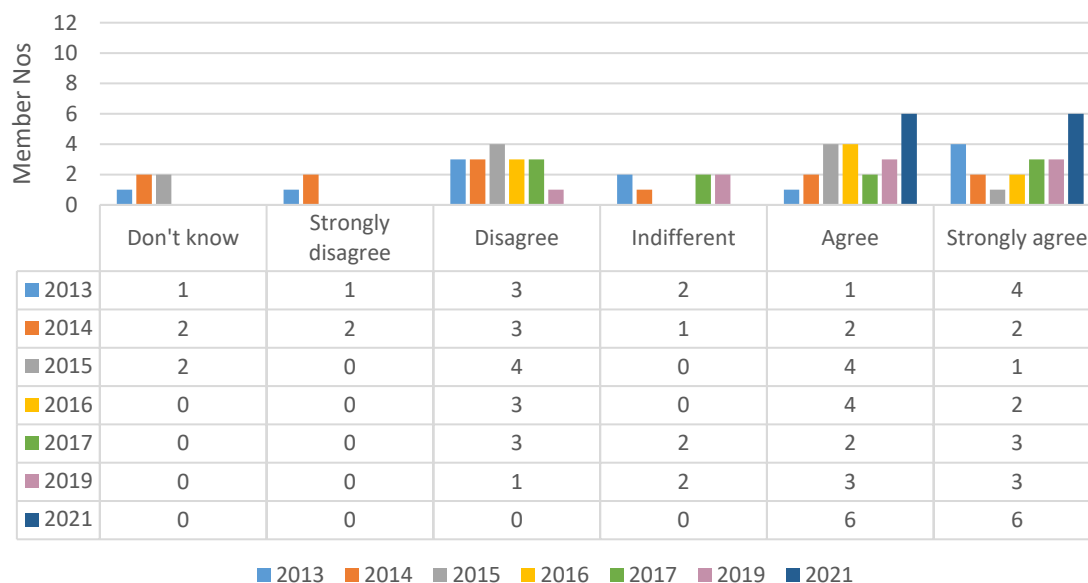


2016 Comment: I feel all board members have the freedom to express ideas and openly discuss issues.

### 10. The School Board procedures/resolutions are sufficiently formal.



### 11. The School Board is actively involved in the development of the Delivery and Performance Agreement including the Business Plan.



2017 Comment: The opportunity is given to Board members to comment on the Business Plan.

2017 Comment: Board has been invited to do so.

2017 Comment: While the Principal oversees the structure of the plan, no member of the Board was actively involved in the formulation of the School's Business Plan. (Teacher representatives were active in the formulation of the Learning Area specific Business Plan based on the School's Plan, and so offer some expertise in this area.)



**Question 11 continued**

2016 Comment: *The Board oversees the Business Plan but its active development is with the School. The business plan is brought to the school board in its draft form and spoken to by the Principal and relevant teachers where necessary, so I feel the Board has a good grasp on its content endorsement of the document but its development rests, appropriately with the School.*

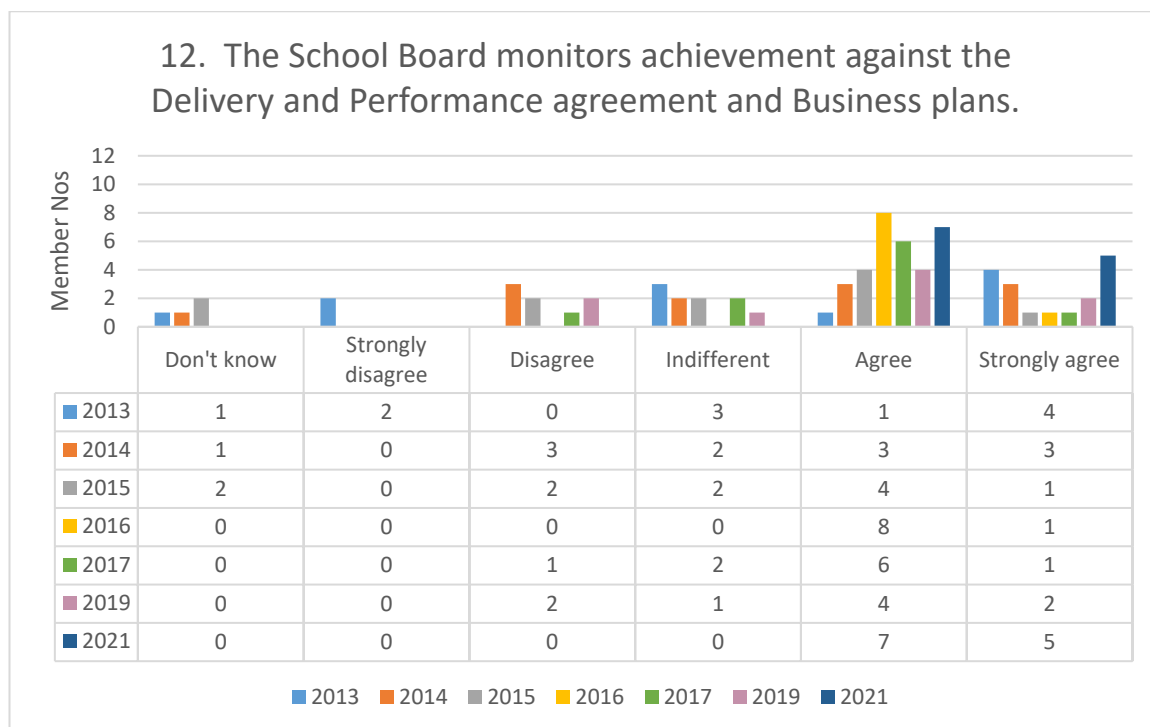
2016 Comment: *The board ratifies the plan and agreement but does not involve itself in the development of the plan.*

2016 Comment: *Purely a signing off mechanism.*

2015 Comment: *It hasn't been but there has been an invitation to do so in the next cycle.*

2015 Comment: *I applaud the willingness of the board to be involved in this process.*

2015 Comment: *Having only been on the Board for a year it is difficult to comment on this area. The Board certainly works with the Principal in advancing the Business Plan.*



2017 Comment: *The Board follows guidance from the Principal on these matters. It is difficult for the Board to be more active in the monitoring of the Business Plan as no member was instrumental in its formulation.*

2017 Comment: *Not in a formal way, however the overall operations of the school and its plans for the future are always discussed.*

2016 Comment: *Again, these documents are provided to the School Board for discussions and endorsement.*

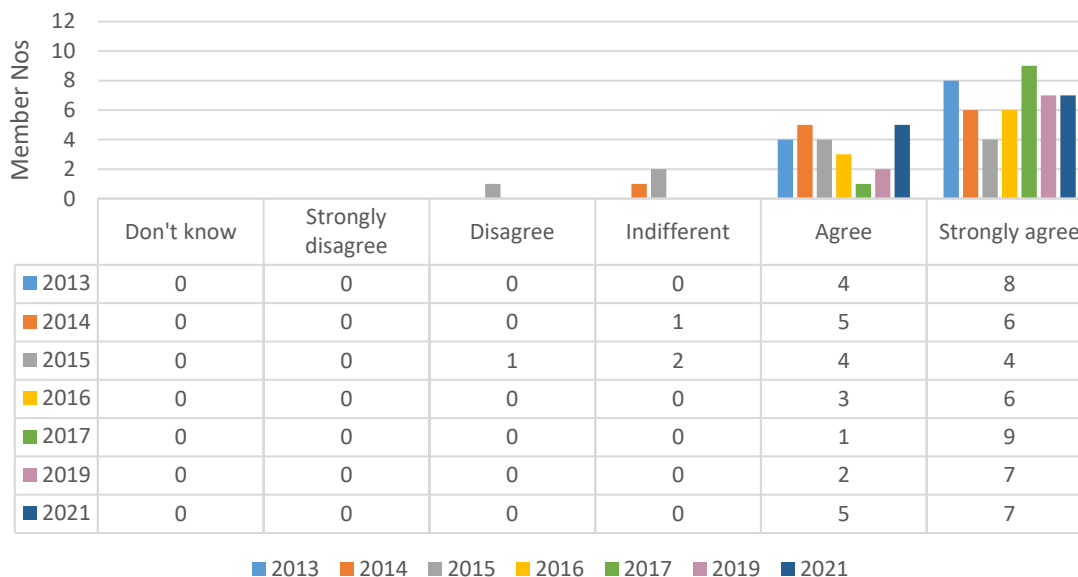
2016 Comment: *Whilst the results are presented there is no ongoing monitoring of progress.*

2016 Comment: *Very strong guidance offered by the Principal. Perhaps more time is needed to drill down in this area in the future.*

2015 Comment: *I think this is rather tokenistic. As it currently stands, the board is unsure of the process that is followed and adheres to information provided by the principal. Having said that, I think the principal sits in the best position to provide the umbrella statements of the role and achievements of each.*

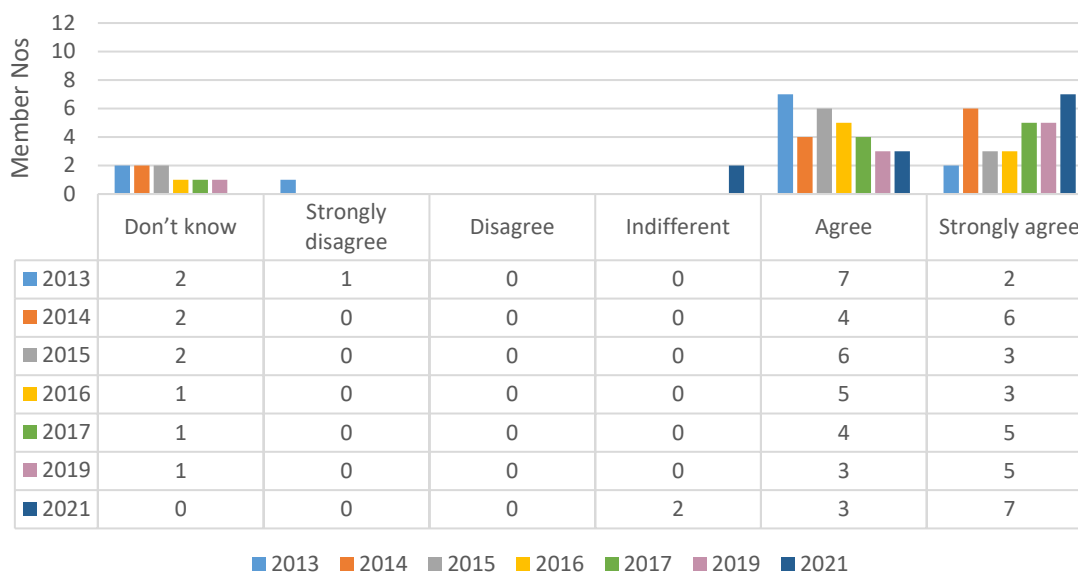
2015 Comment: *This isn't done in a formalised way, perhaps we could be more mindful of the Performance Agreement and Business Plan within the structure of our meetings.*

### 13. All Board Members are encouraged to participate in meetings.



2016 Comment: And they do so regularly.

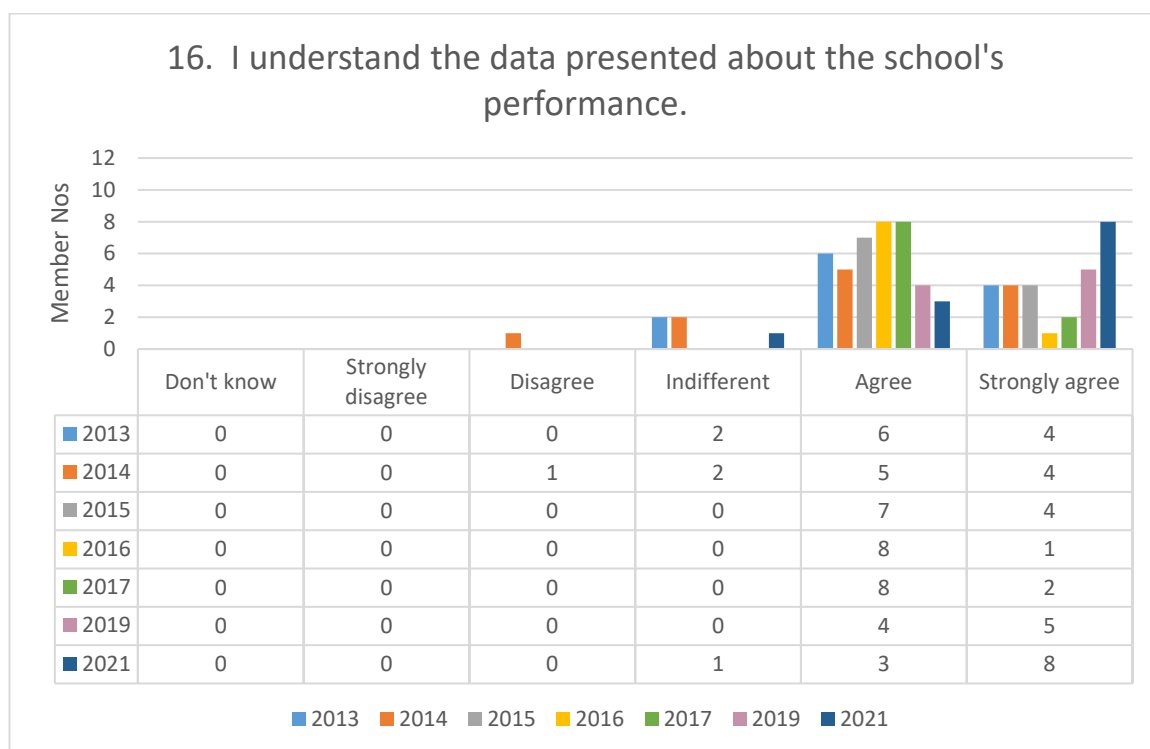
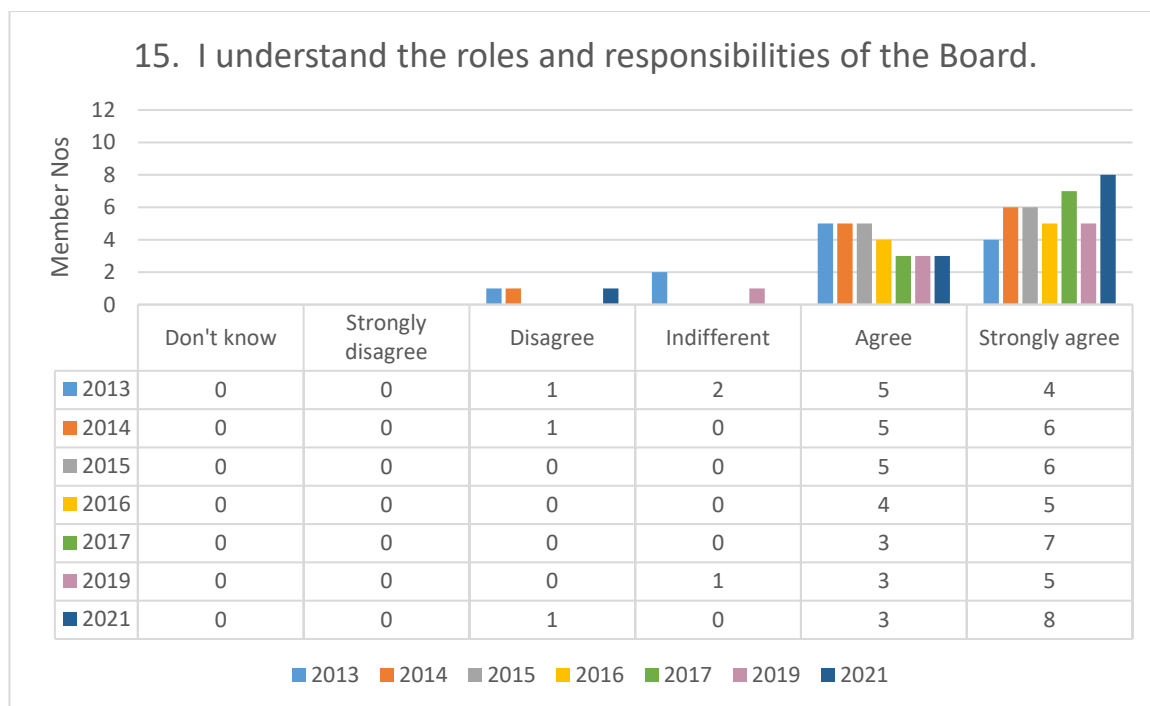
### 14. Board Members support School Board decisions outside the meeting.



2016 Comment: To the best of my knowledge this is the case.

2015 Comment: I've not heard otherwise with the current Board.

2015 Comment: I have never seen or heard of any dissent outside of the meetings.



2017 Comment: The data is always accompanied with detailed explanations from staff members to assist in our understanding.

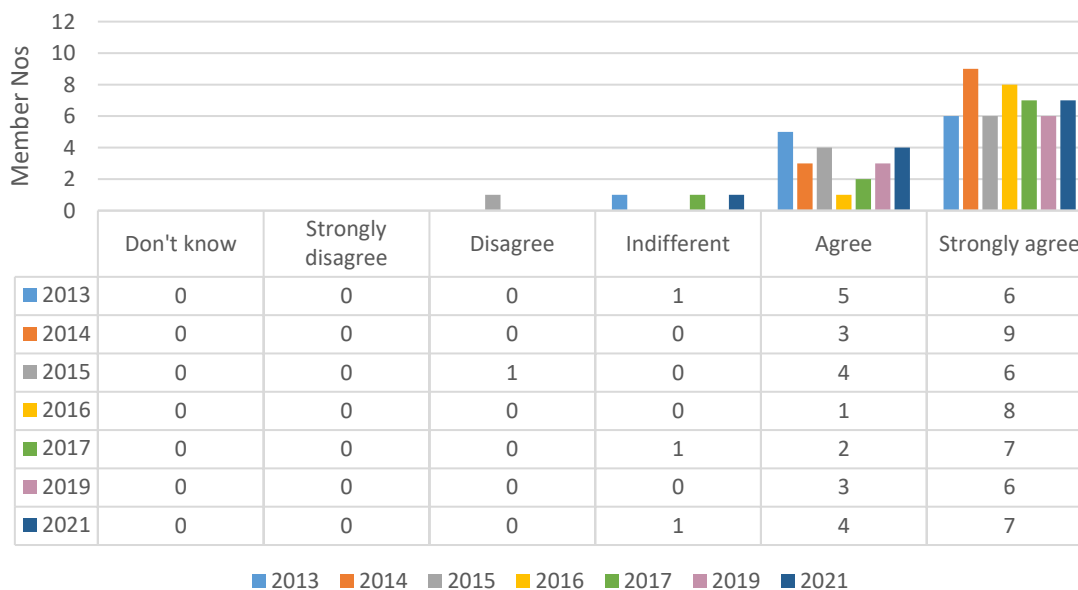
2016 Comment: *The school always provides teachers/heads of department to explain and expand on any data presented.*

2015 Comment: The finances are tricky, but processes are in place to ensure that the Board is informed.

2015 Comment: Clarification and explanations are always given when requested.

2014 Comment: Still have difficulty understanding financial information.

### 17. Board Members are able to express their opinions freely at meetings.

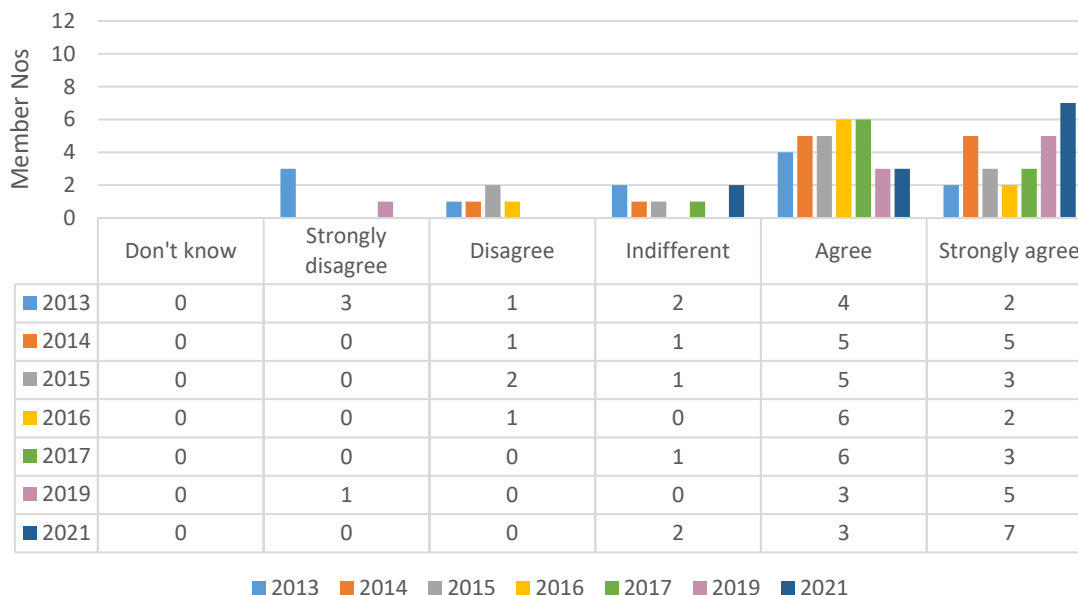


2017 Comment: Members are encouraged to participate in all discussions freely.

2016 Comment: *The meetings are held in a very respectful manner and people's opinions are listened to and relevant discussion is encouraged.*

2016 Comment: *And often do.*

### 18. There are no individual Board Members who are too dominant during discussions.



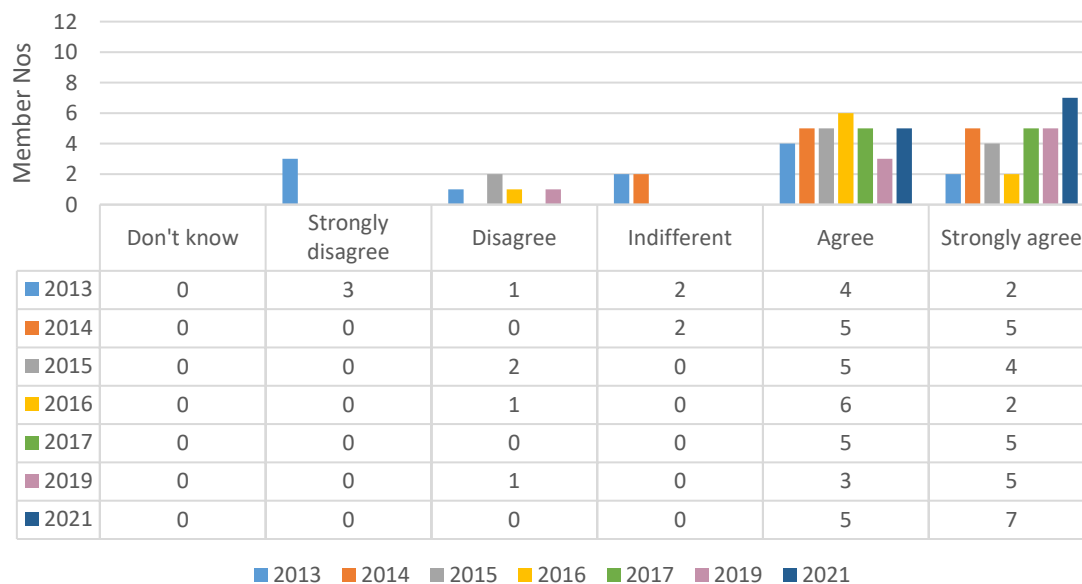
2017 Comment: The Chair and the Principal are more dominant however that goes with their roles and is at appropriate level.

2017 Comment: Particular people are dominant however this is necessary in providing higher levels of information.

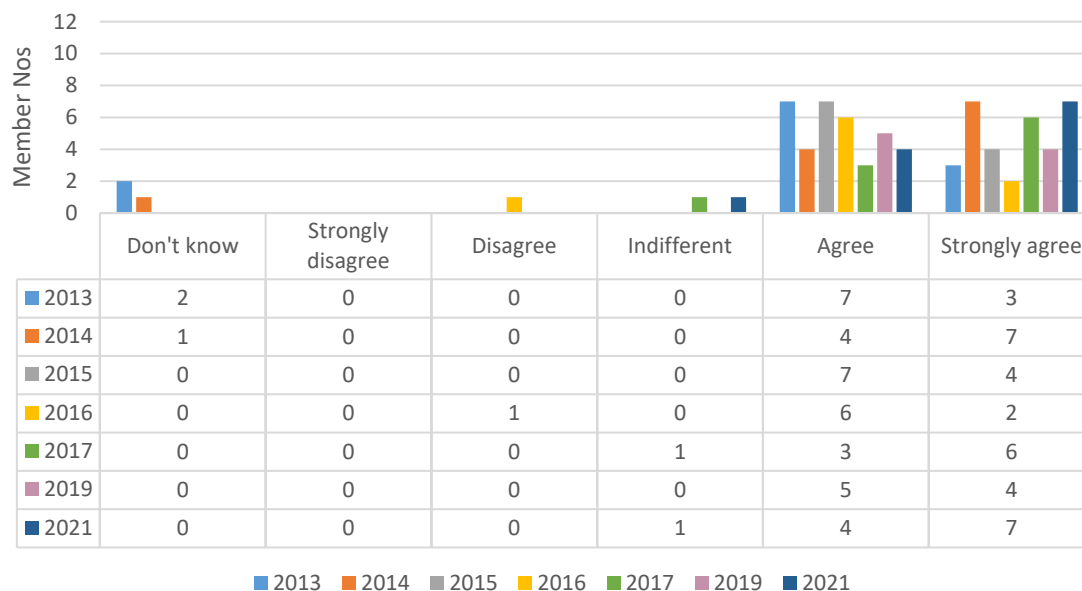
2016 Comment: *The principal is always dominant.*

2016 Comment: *Principal Neil Hunt and Chair of the Board tend to speak most given their respective roles, but it is not seen as dominant in a way that other members are excluded.*

19. There are no individual Board members who are too dominant during decisions.



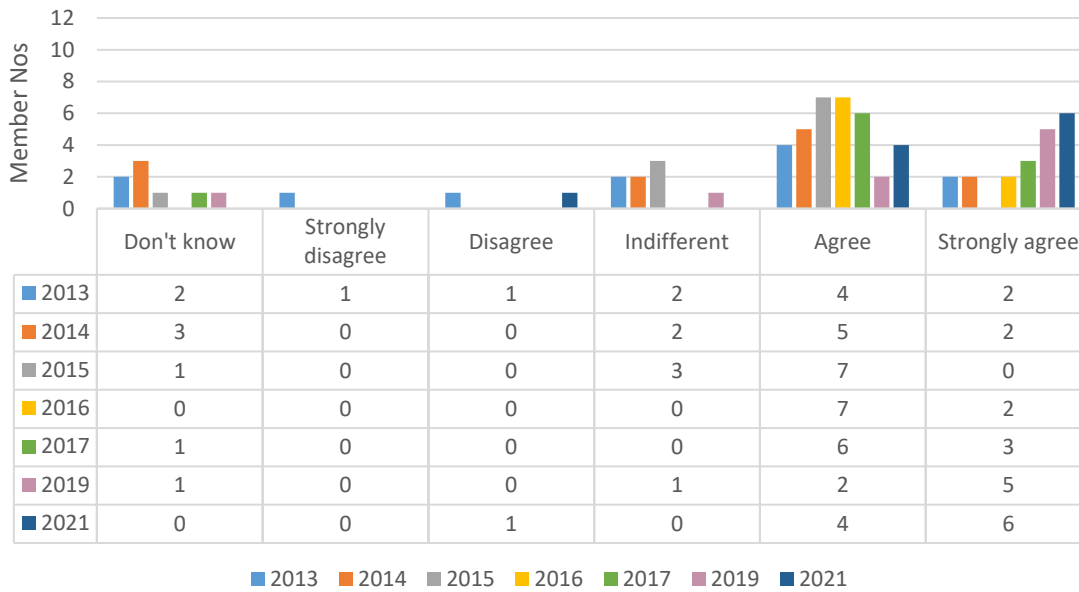
20. The School Board endorses the annual budget based on the recommendations received from the School Board's representative on the Finance Committee.



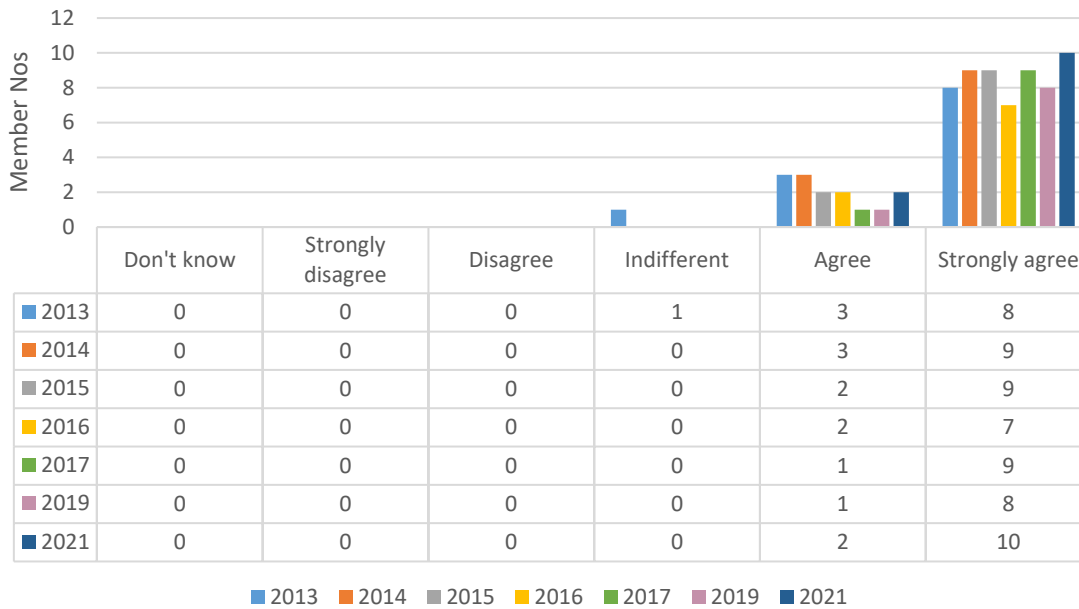
2017 Comment: The Principal plays an important role in deciphering the documents for the Board.

2015 Comment: Recommendations made by the Principal, who is on this committee.

21. My contribution to the work of the Board is valued.

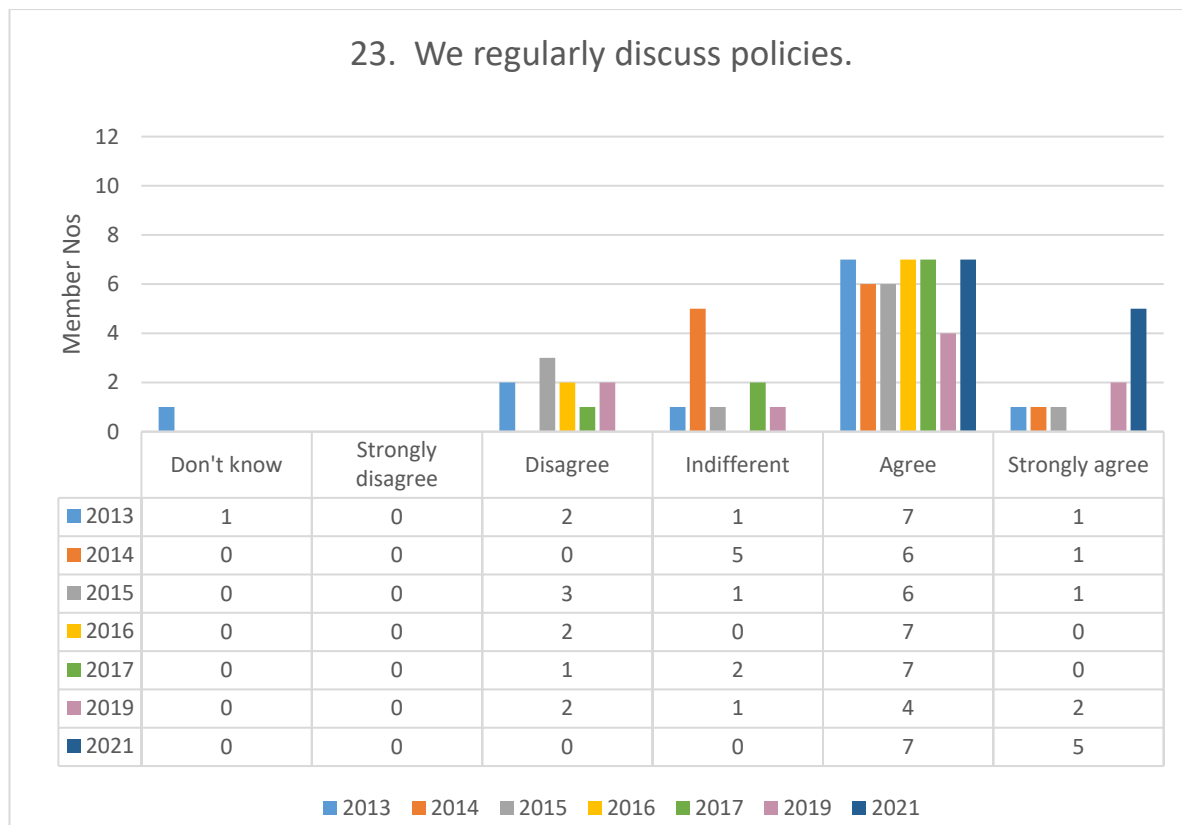


22. The Chair and the Principal have a respectful working relationship.



2016 Comment: They appear to work well together maintaining open communication processes.

23. We regularly discuss policies.



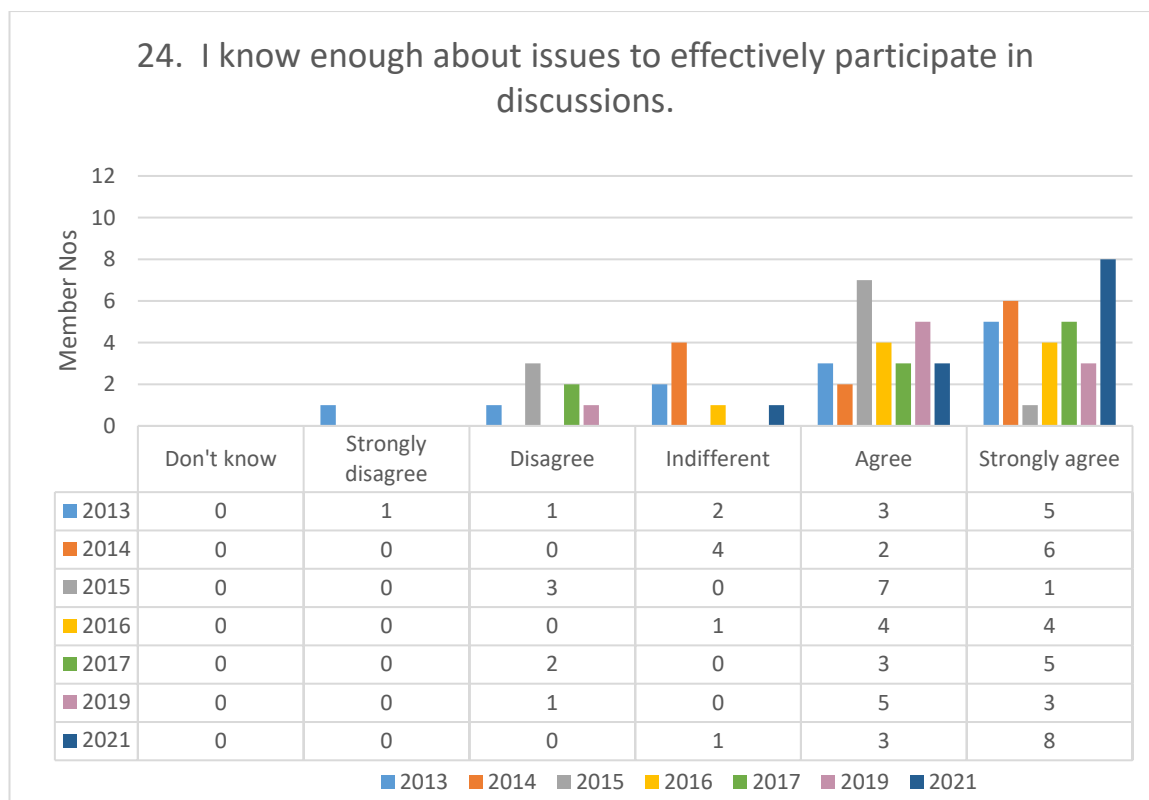
2017 Comment: We rarely specifically discuss school policies, usually only in the context of specific circumstances.

2016 Comment: *It could be useful to look at one policy per meeting that the school may identify as needing to be updated or created. This would allow the board to have a greater understanding of the breadth of the school's policies and any identifiable gaps. With the amount of building having been undertaken at the school over past few years I think this has been at the forefront of many board discussions at the expense of more in-depth policy discussion.*

2016 Comment: *We should discuss policy more.*

2015 Comment: We discuss the areas of Board responsibility and are informed about big issues. Policies are the School's responsibility.

2015 Comment: Policies are discussed from time to time when issues arise.



*2016 Comment: As a student representative I understand the discussions and topics I am a part of, but just get by on some of the heavier financial talk etc.....*

**2021 GENERAL COMMENTS:**

- **Well run cohesive group.**
- **An excellent selection of people and a very professionally run Board. It is a privilege to serve on it.**
- **I think we need regular refresh around board responsibilities.**

**2017 GENERAL COMMENTS:**

- I believe the Board is working well and it is generally an open and inclusive space for all members to express their thoughts and opinions. Information is freely and thoroughly presented to the Board with additional information being supplied in a timely manner if requested.

**2016 GENERAL COMMENTS:**

- *The policy and issues affecting the school are rarely discussed at the board level. Whilst I understand that they are effectively dealt with at other levels the knowledge should be shared with the board.*

**2015 GENERAL COMMENTS:**

- I have enjoyed and been proud to have been a board member, however as a result of an ongoing injury have decided to step down, but remain on the Building Committee.

**2014 GENERAL COMMENTS:**

- A very effective Board with a common goal of improving the school for both students and staff.
- I would like to add that I have a great deal of respect for the Chair. John Gillon ensures the meetings are both professional and relaxed. The meetings are punctual and effective.
- Even though my contributions to the Board have been minimal, I feel valued and am enjoying my time.
- I congratulate the Board on a successful year. It is gratifying to consider the small changes made to the meeting procedures. The Foundation shows great promise for the future.