



**CHURCHLANDS  
SENIOR HIGH SCHOOL**

**CHURCHLANDS SENIOR HIGH  
SCHOOL BOARD**

***SCHOOL BOARD GOVERNANCE***

***SURVEY COMPARISON***

**2019/2021/2023/2025**

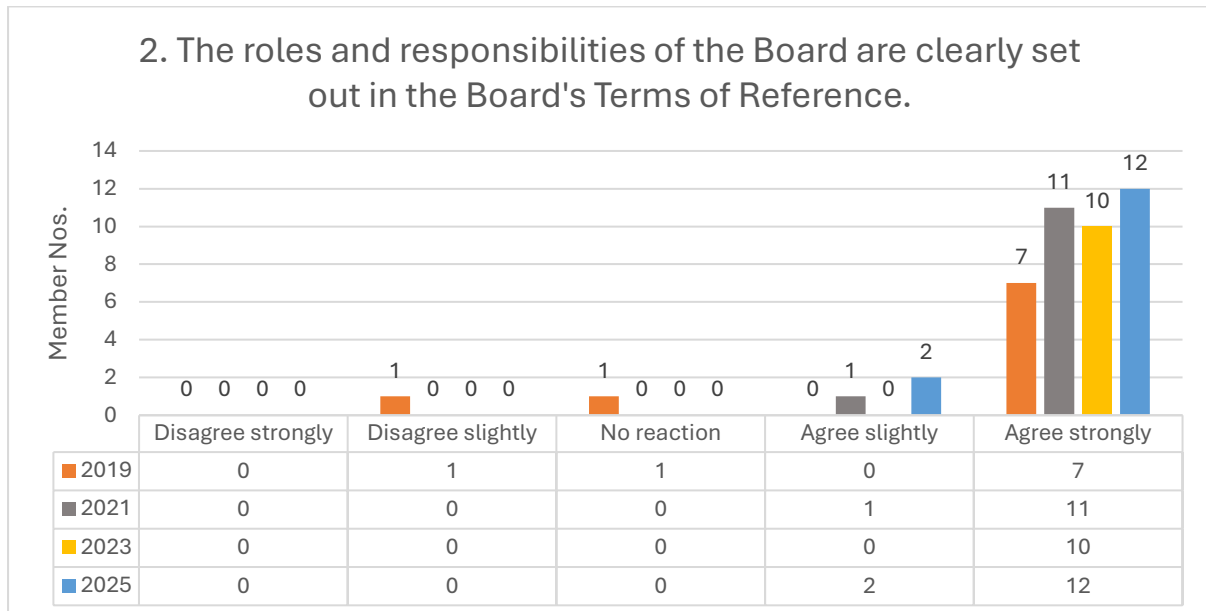
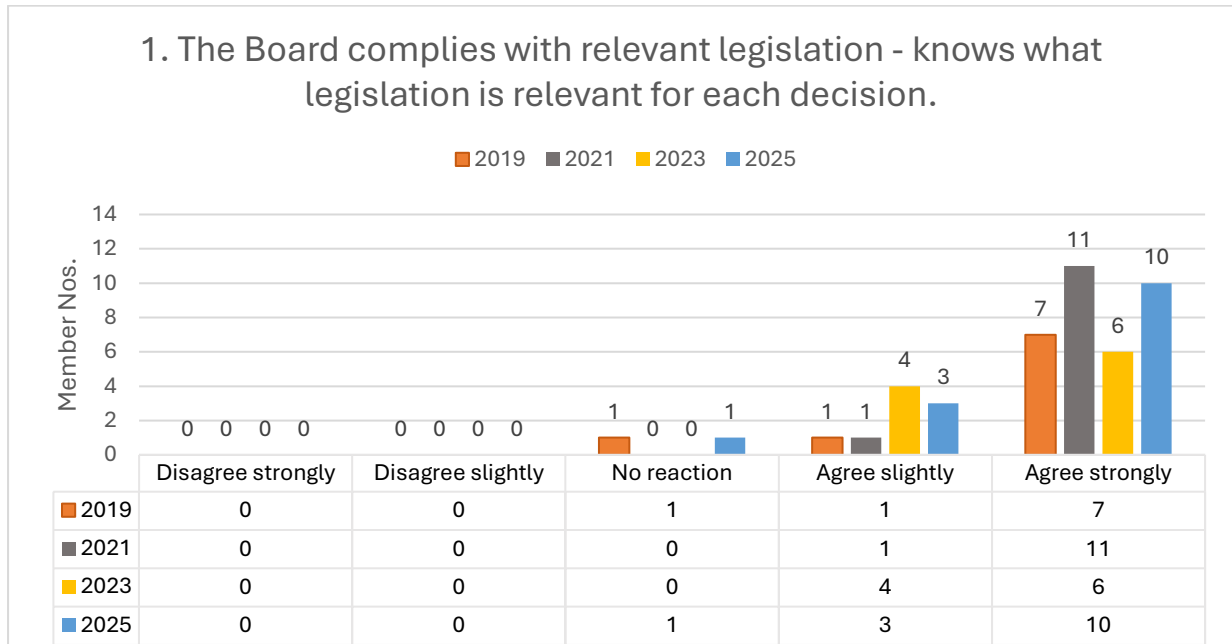
**2025 – Survey completed by 14 members**

**2023 – Survey completed by 10 members**

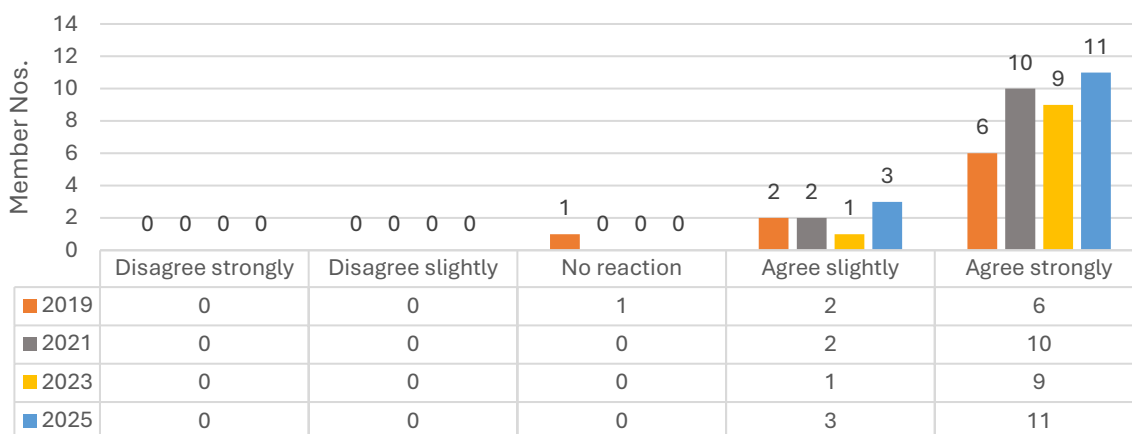
**2021 – Survey completed by 12 members**

**2019 – Survey completed by 9 members**

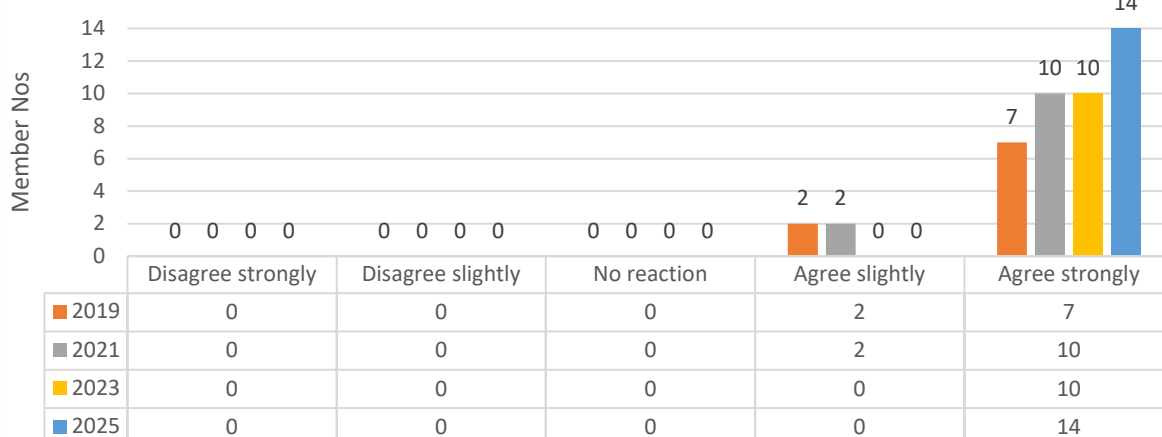
## ROLES AND RESPONSIBILITIES



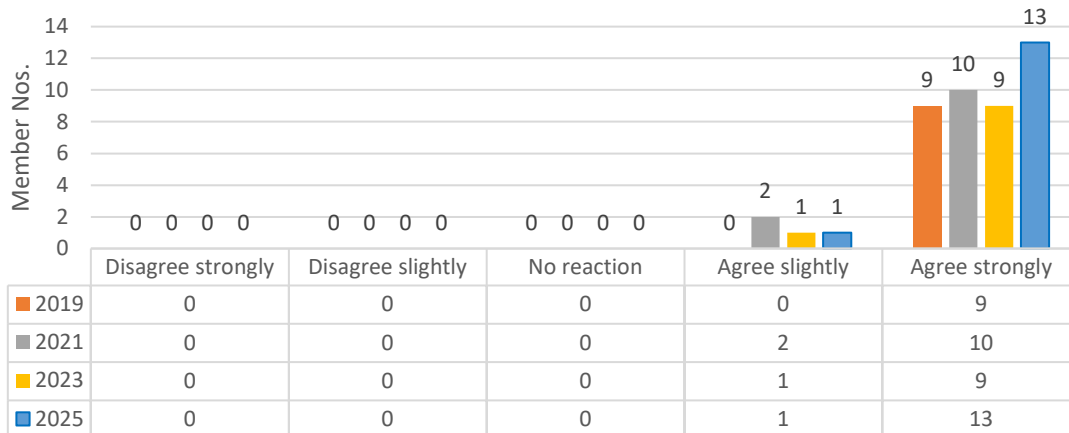
### 3. The roles and responsibilities of individual Board members are clearly defined.



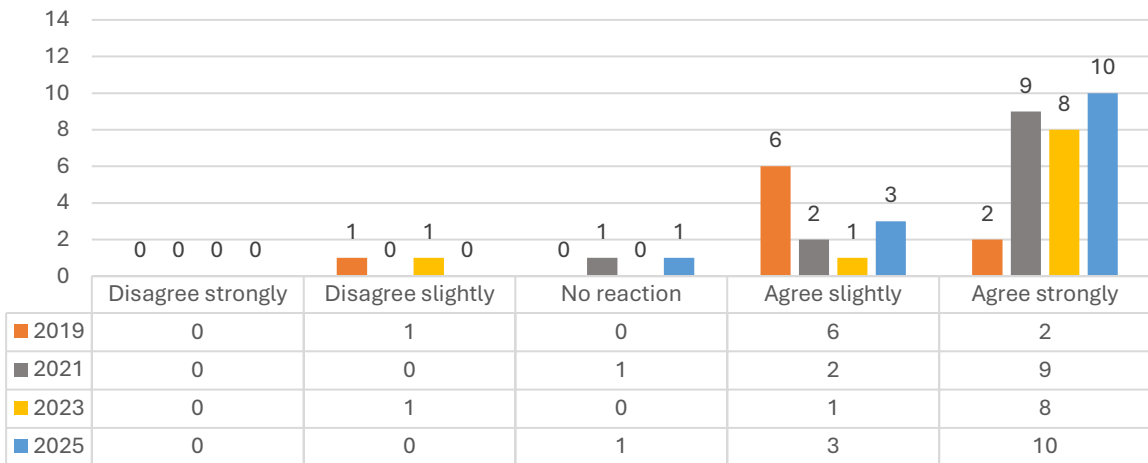
### 4. The roles and responsibilities of the Board chair are clearly defined.



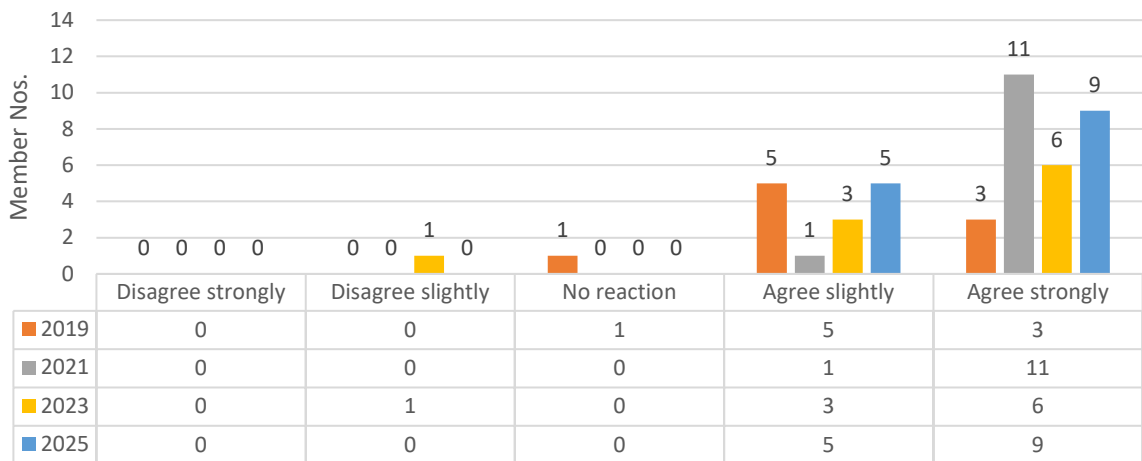
### 5. The roles and responsibilities of the principal are clearly defined.



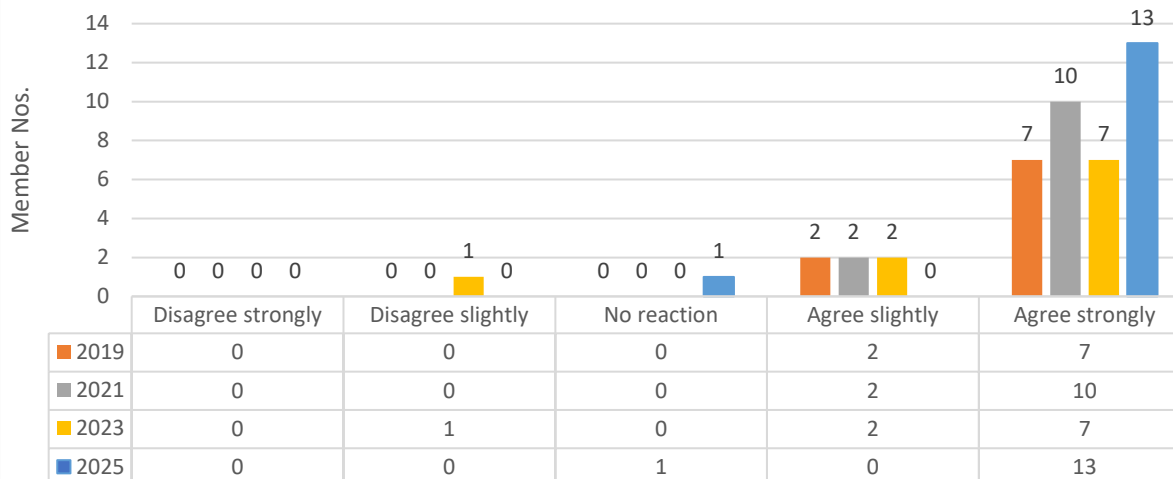
### 6. The Board is actively involved in school planning and approvals.



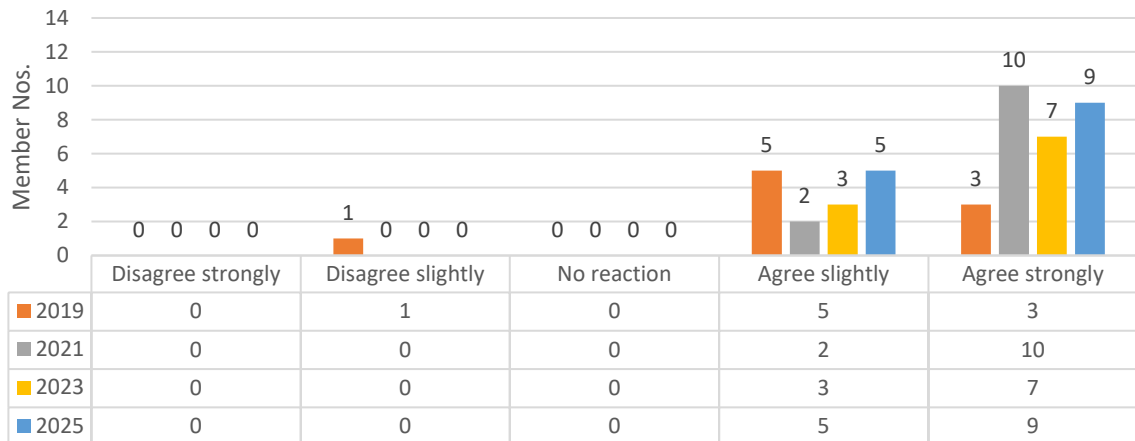
### 7. The Board monitors achievement against the school plan.



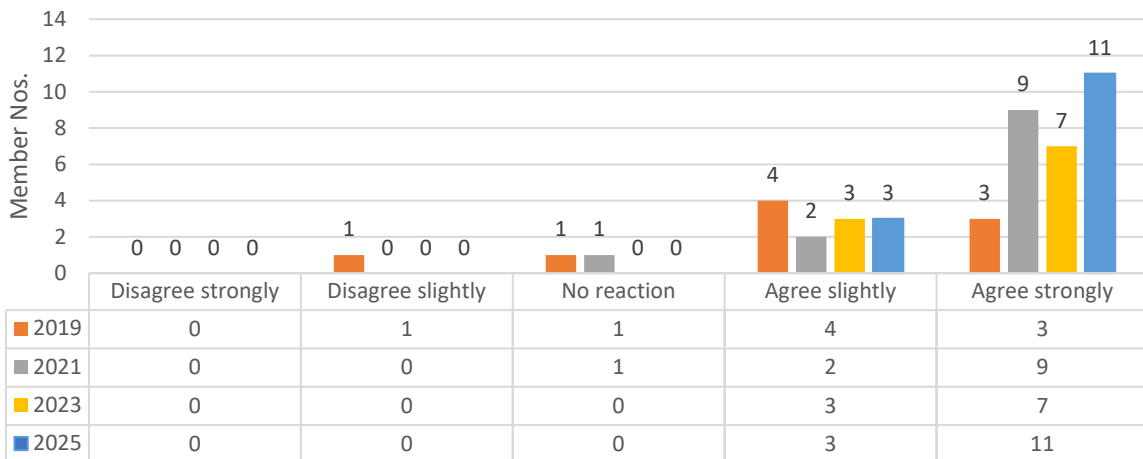
### 8. The Board endorses financial arrangements necessary to fund planning objectives, priorities and directions.



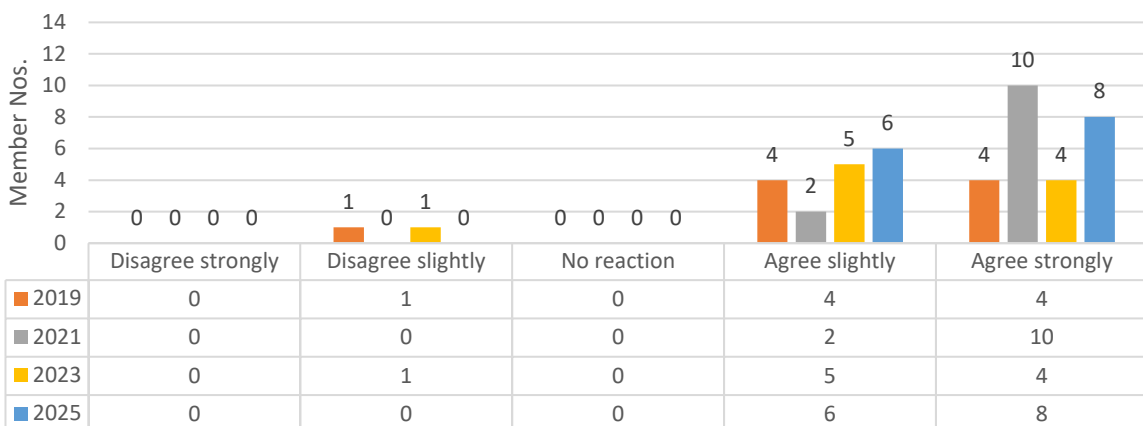
9. The Board understands school budgets and endorses them with confidence.



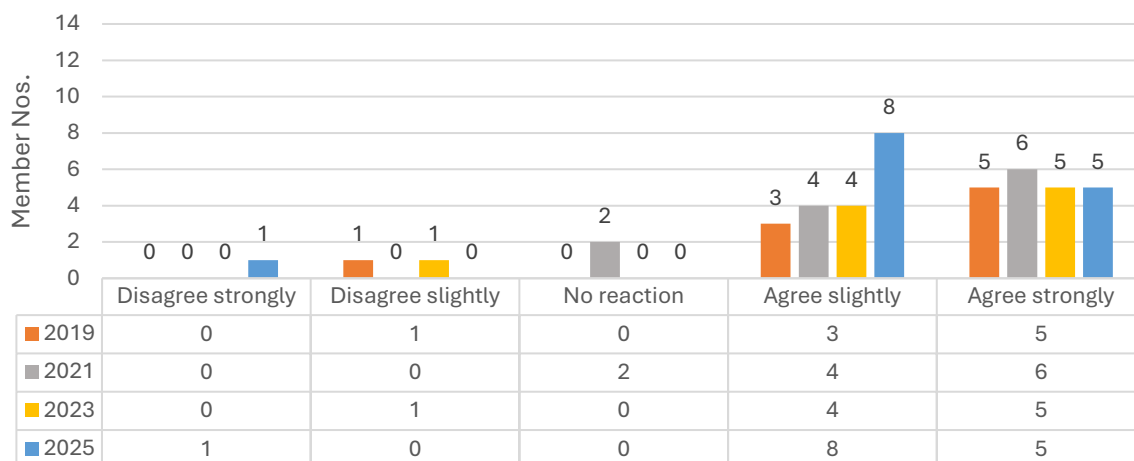
10. The Board is actively involved in annual reporting processes.



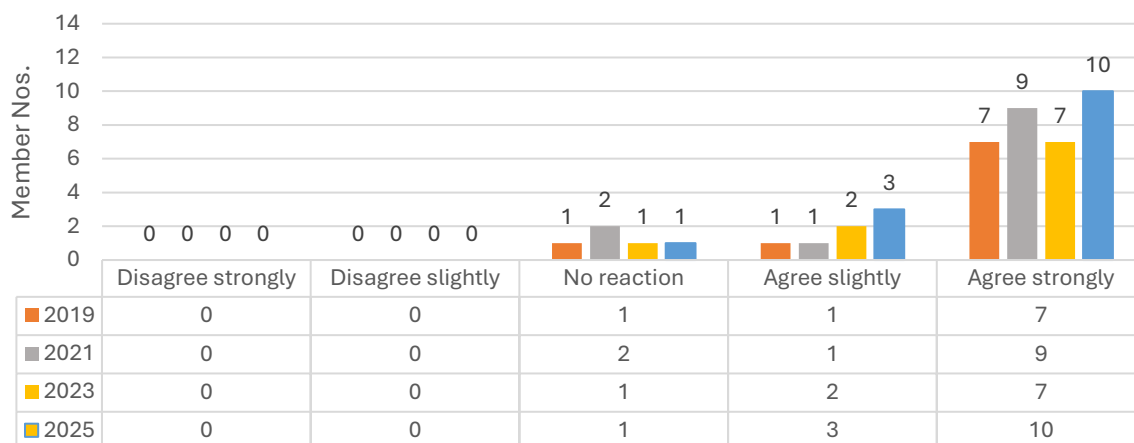
11. The Board monitors progress made against school priorities and targets, specific outcomes attached to funding for targeted initiatives, and State and nationally agreed priorities.



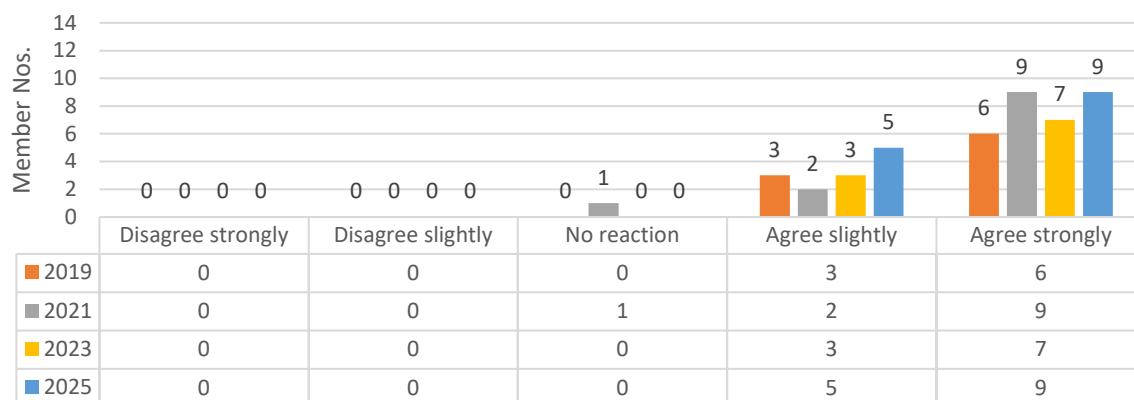
### 12. The Board monitors the satisfaction of parents, students and teachers.



### 13. An annual report on Board activities is prepared and distributed publicly.



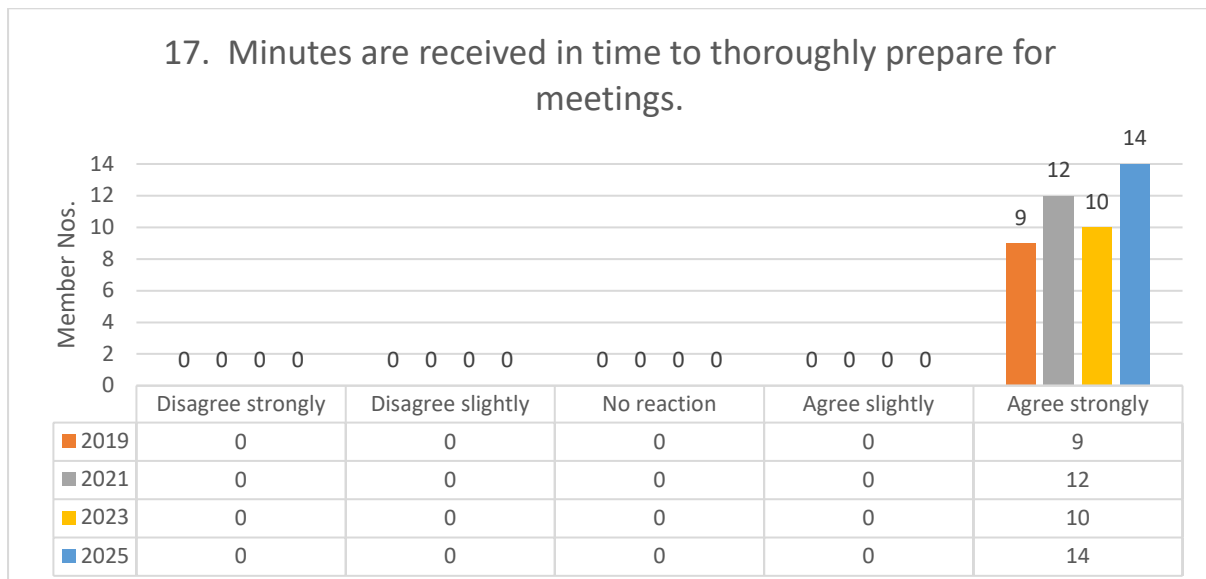
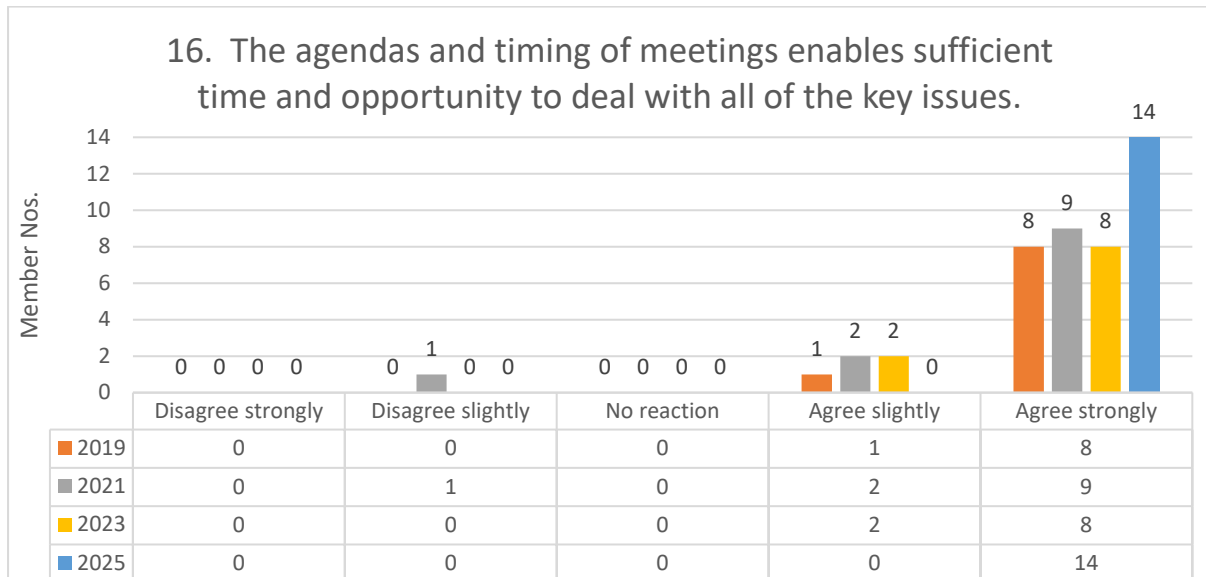
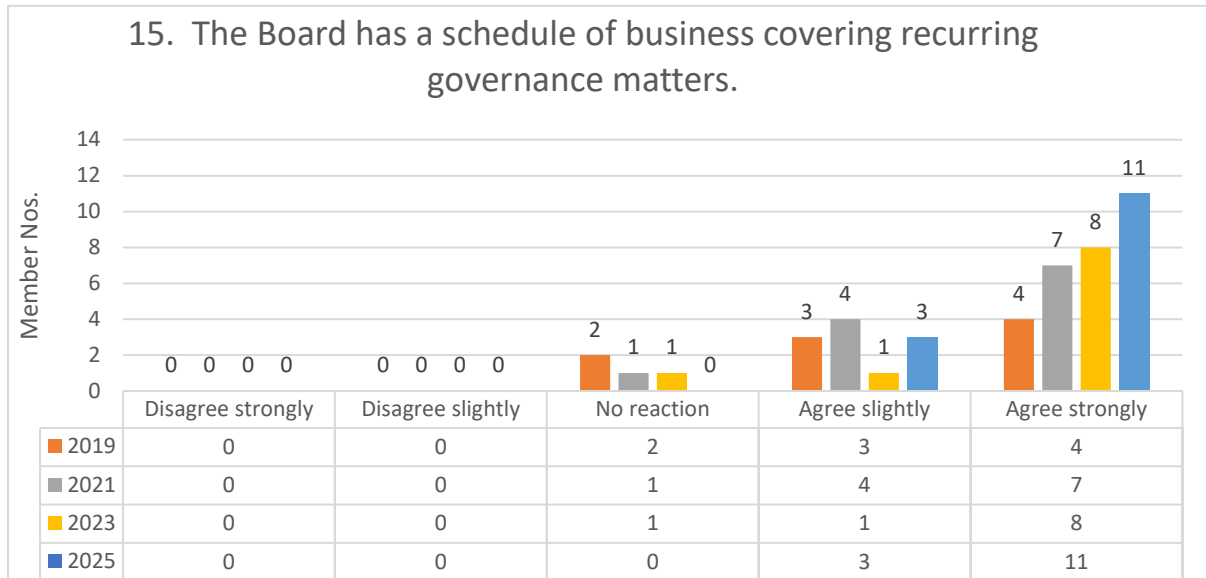
### 14. The Board promotes the school in the community.



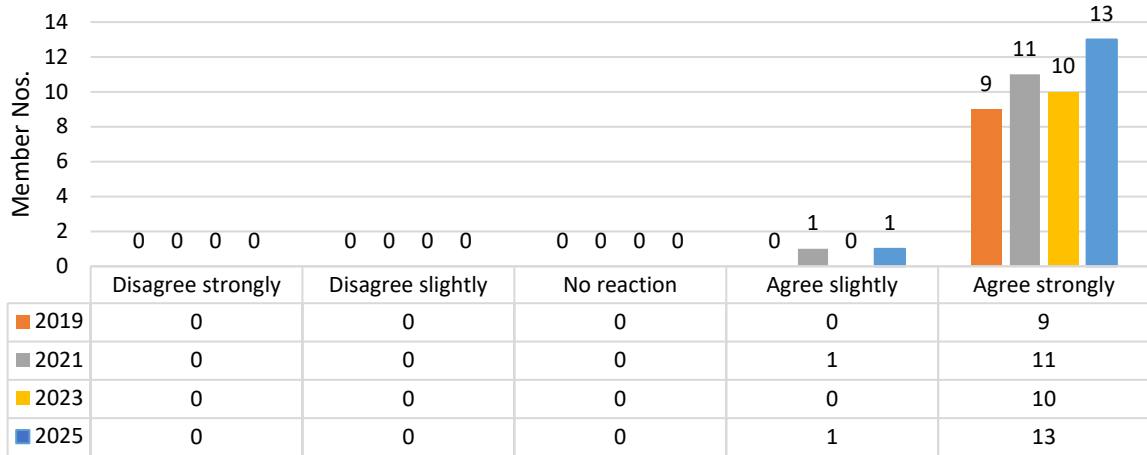
#### 2025 Comments : Questions 1-14:

- It is very helpful having a good spread of careers represented with broad awareness of legislation and requirements of boards e.g. educators, IT, lawyers, an architect, councillor, business, academics.
- A very good Board across all areas.

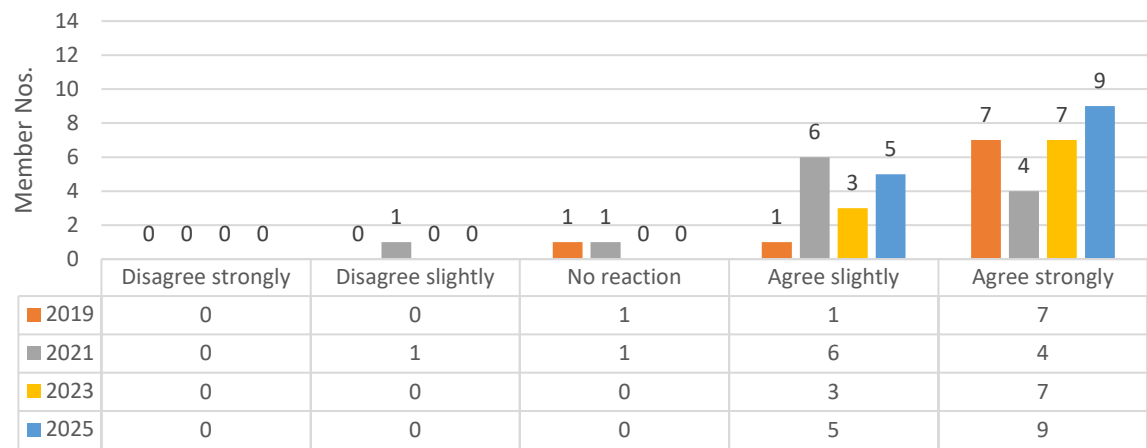
## BOARD MEETINGS



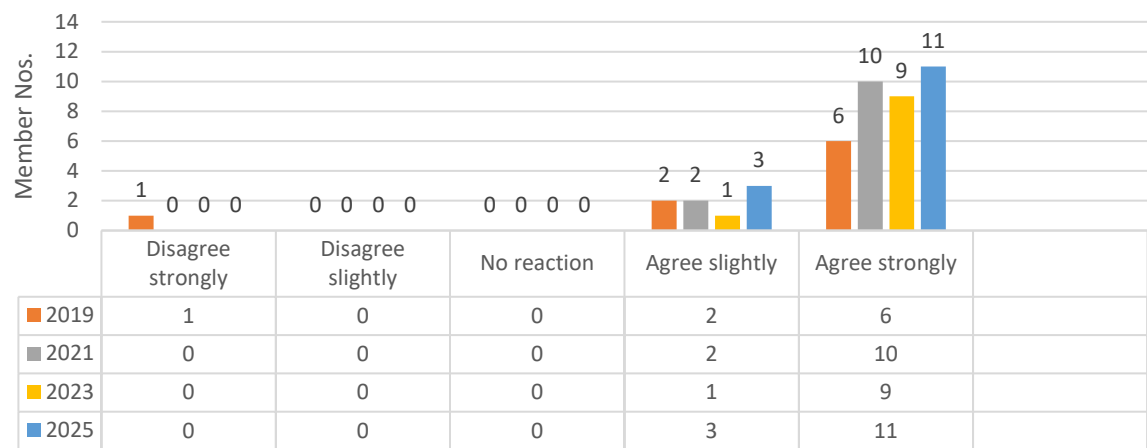
### 18. Meetings begin on time.



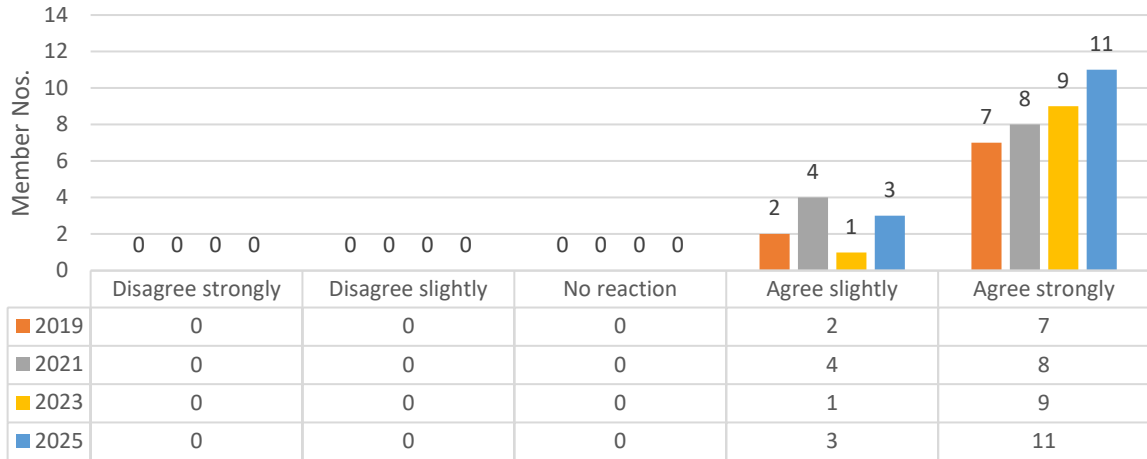
### 19. Meetings end on time.



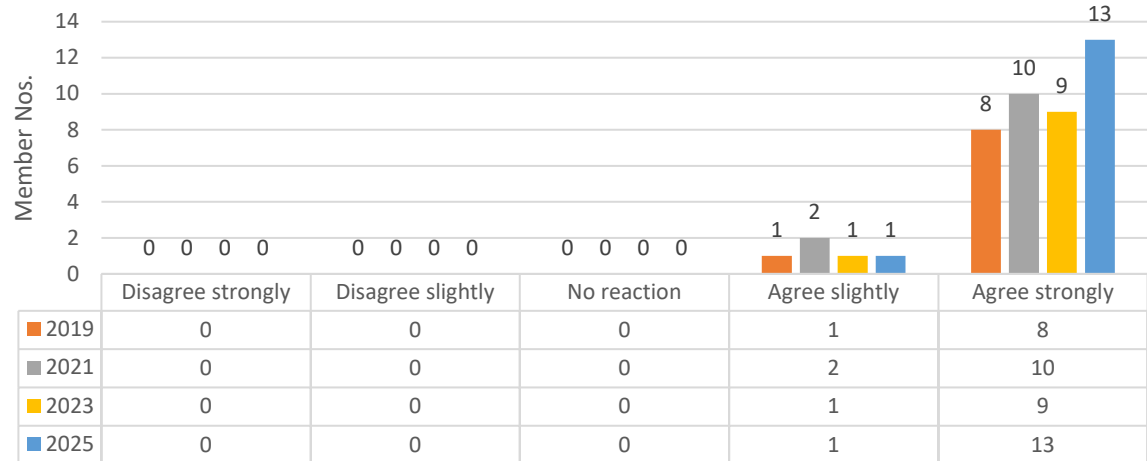
### 20. Board meetings focus on important issues.



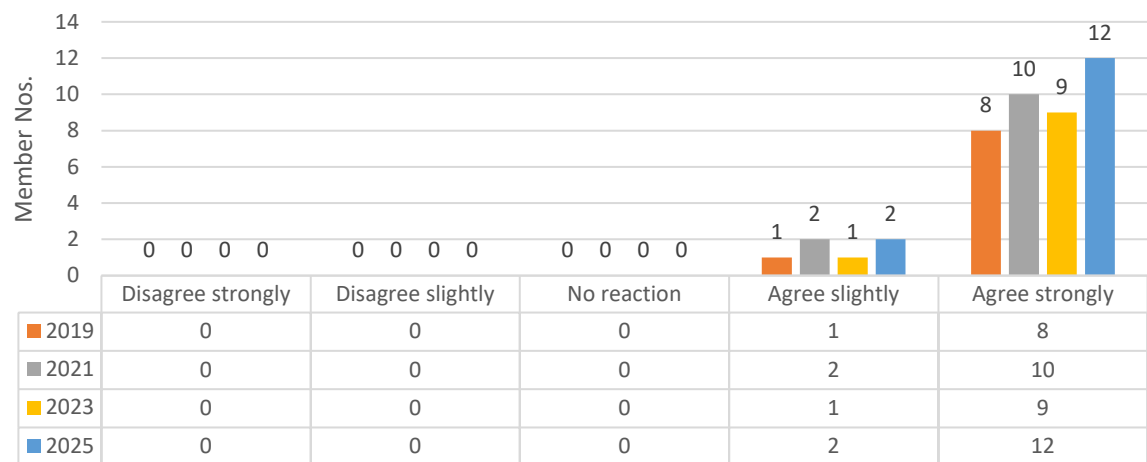
### 21. Time is used effectively at Board meetings.



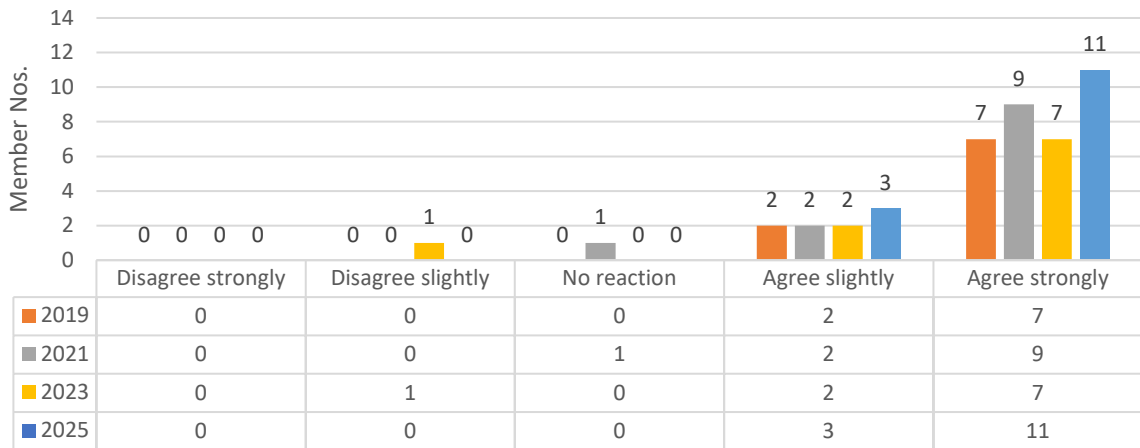
### 22. Board members are able to express their opinions freely and are encouraged to participate in meetings.



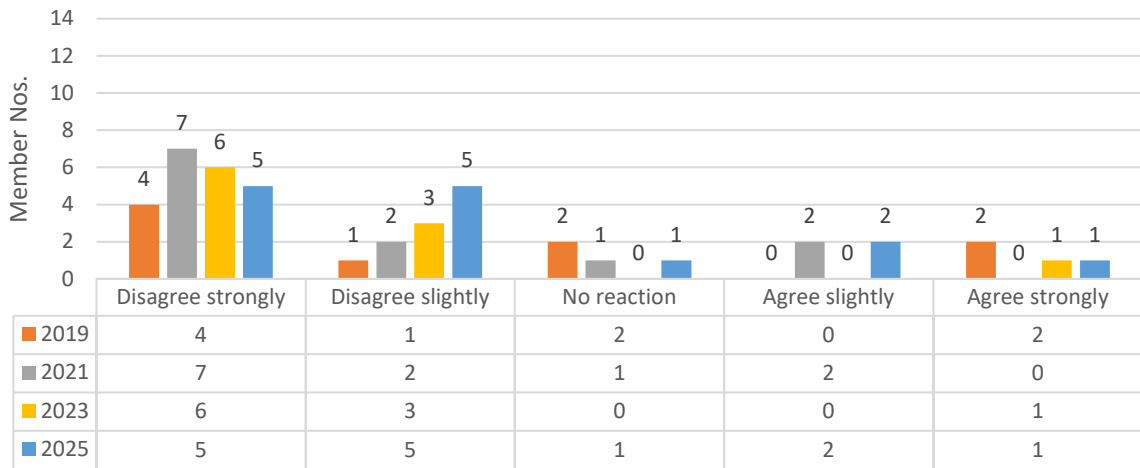
### 23. The Board follows good decision making processes.



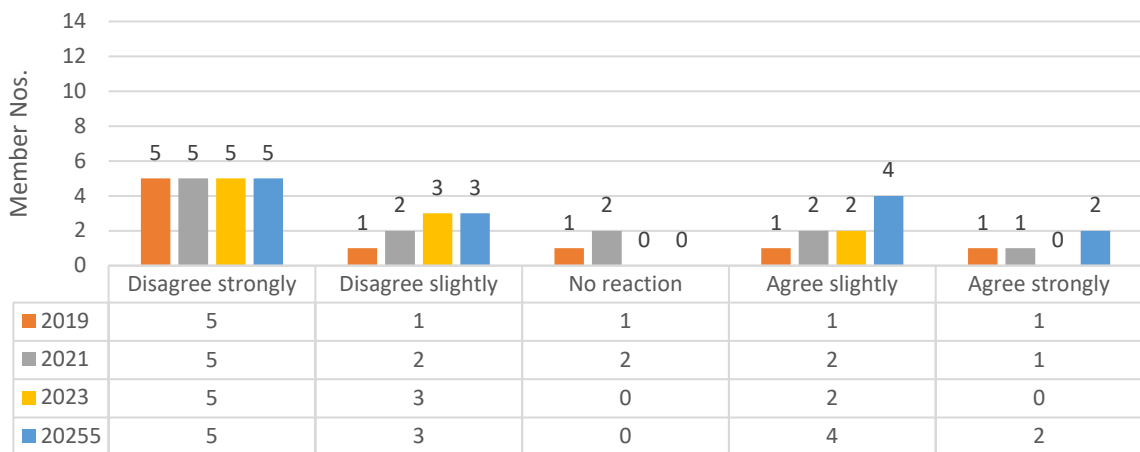
24. Once the Board has finished discussing something, it is clear who is going to do what and when.



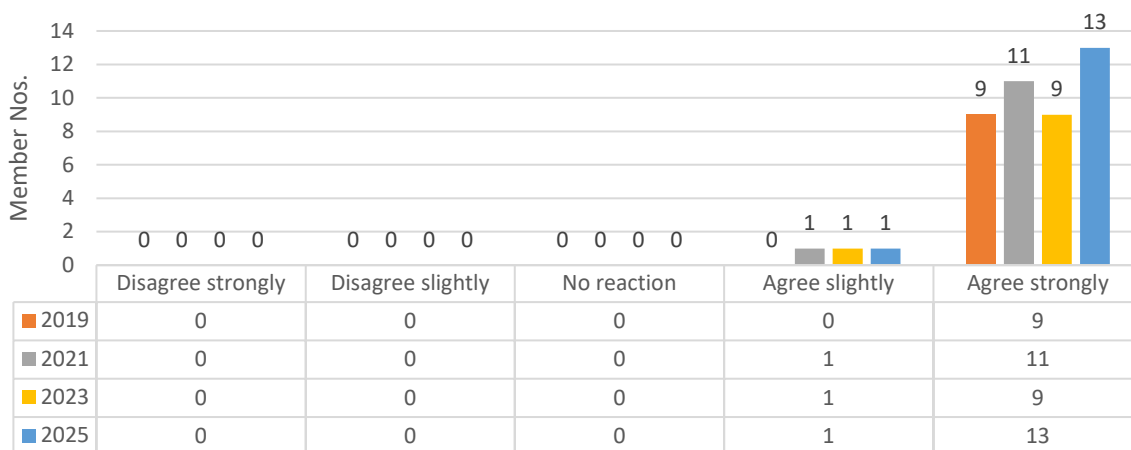
25. Some Board members dominate discussions and this discourages quieter Board members from contributing.



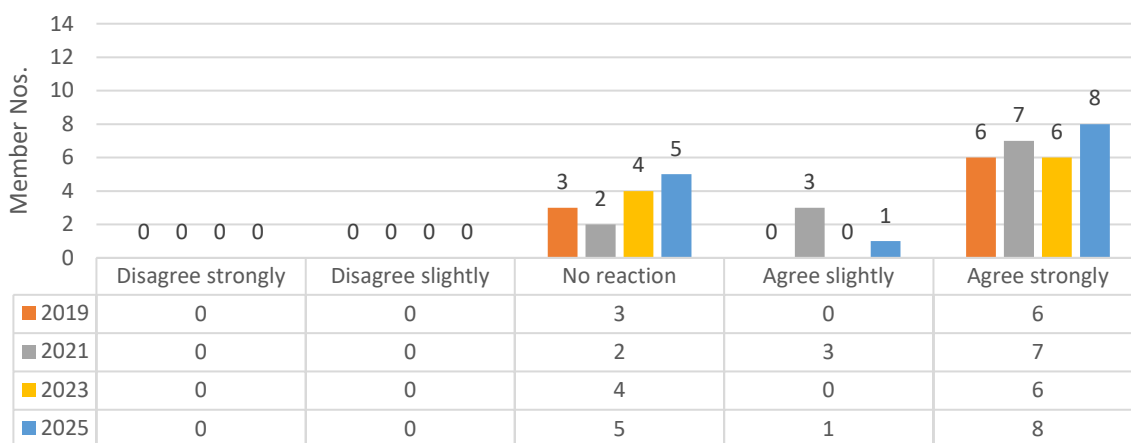
26. The agenda for meetings is too full of "routine" motions or items "for information only".



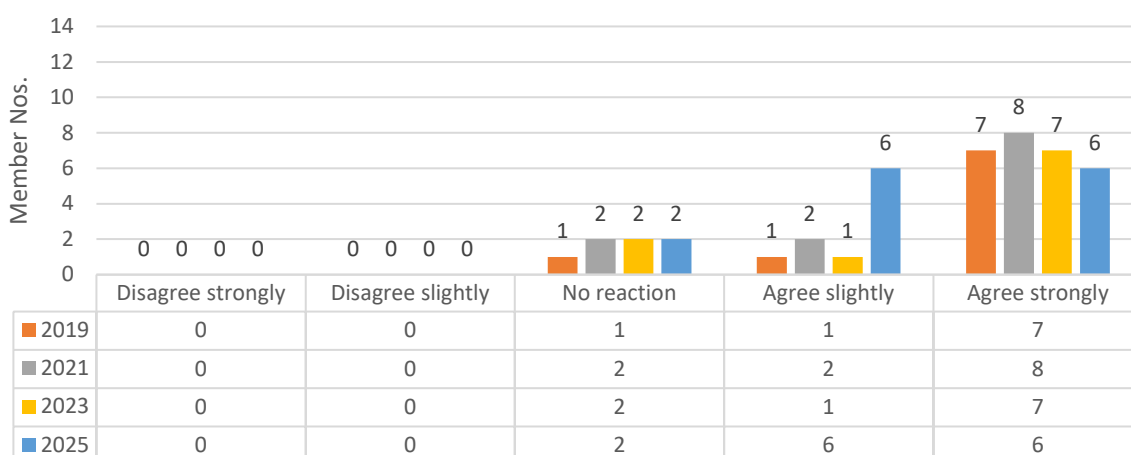
27. School Board minutes are a true and accurate record of meetings and endorsed by the Board.

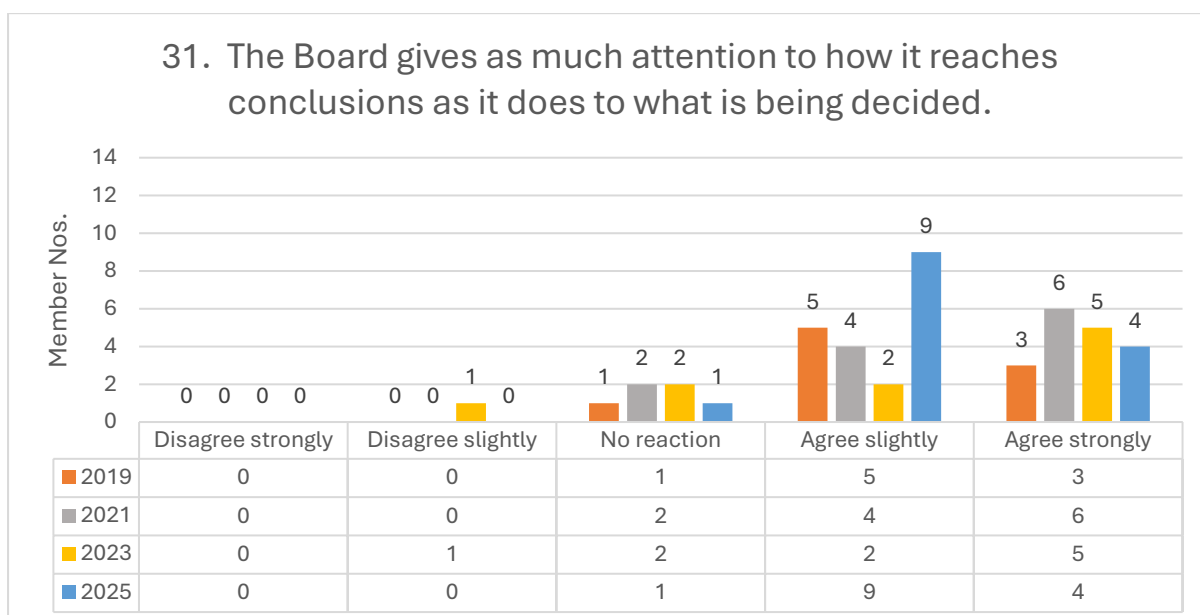
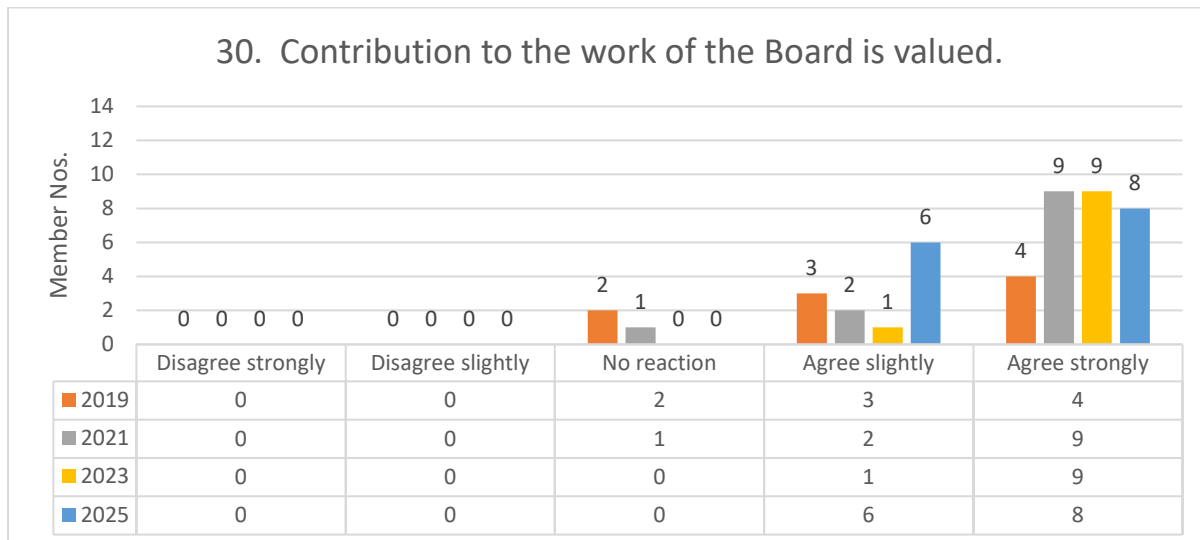


28. Minutes of meetings are made available to the school community.



29. Board members support Board decisions outside the meeting.



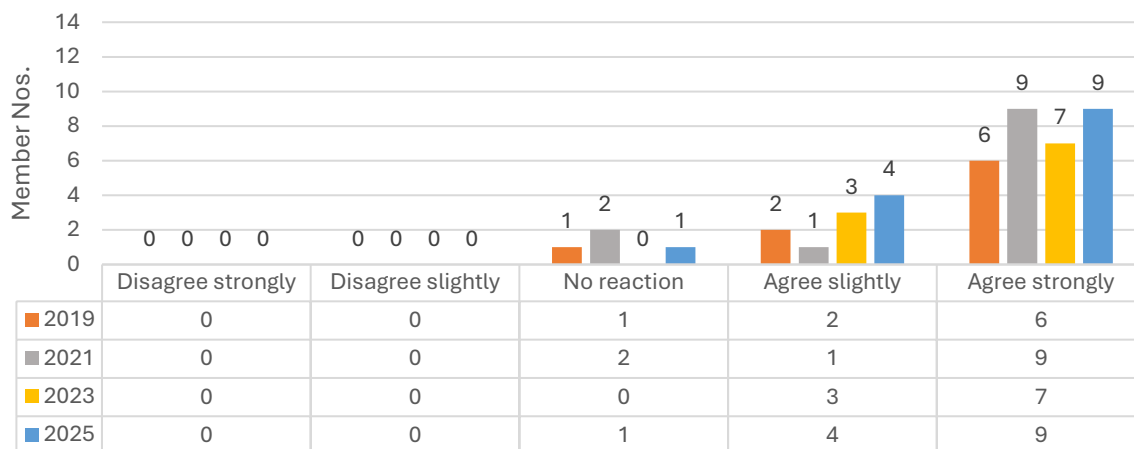


**2025 Comments : Questions 15-31:**

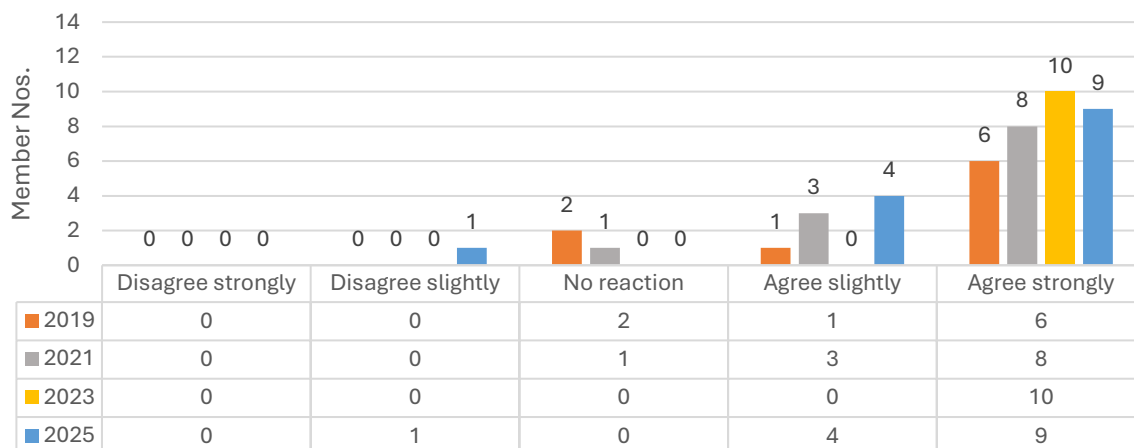
- Reinforced recently through extra training that most decisions should be made unanimously.
- Time to cover all points is often tight. The chair does a great job. Kylie’s preparation of minutes and agenda items is professional.

### COMPOSITION OF THE BOARD

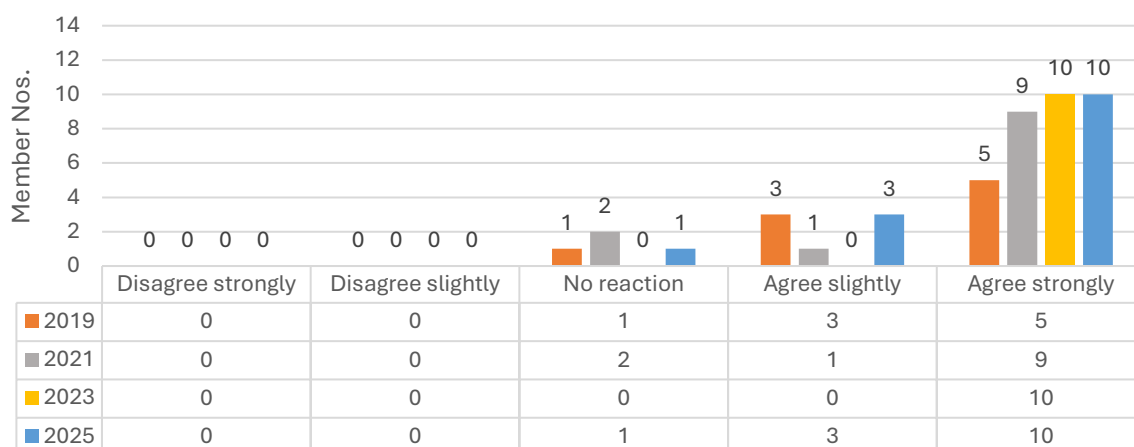
32. There is a well-defined and transparent process for Board recruitment, including nomination and selection.



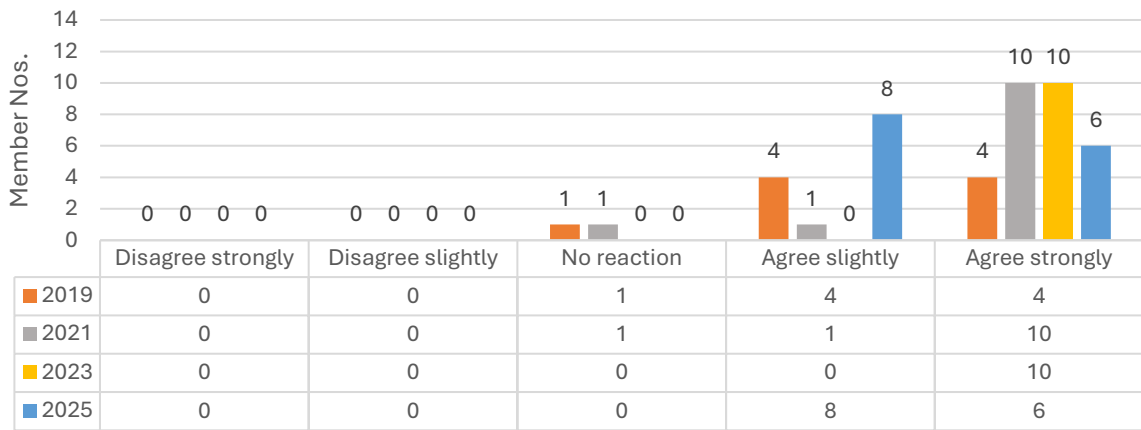
33. Consideration been given to the composition of the Board (and/or process to refresh), to ensure the Board has members with appropriate skills and capacity to effectively undertake the roles and responsibilities.



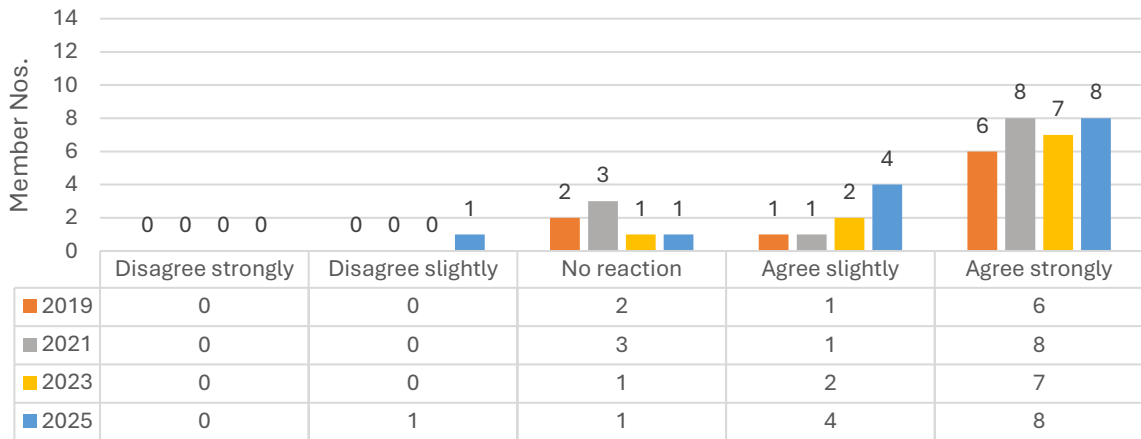
34. The Board has sufficient diversity of relevant experience and perspective.



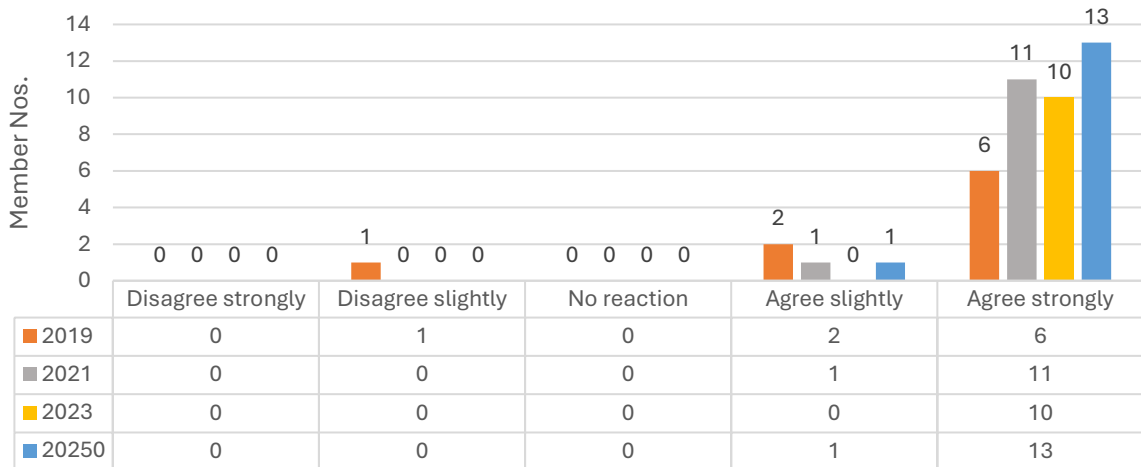
35. Board members are able to commit the time required for their role.



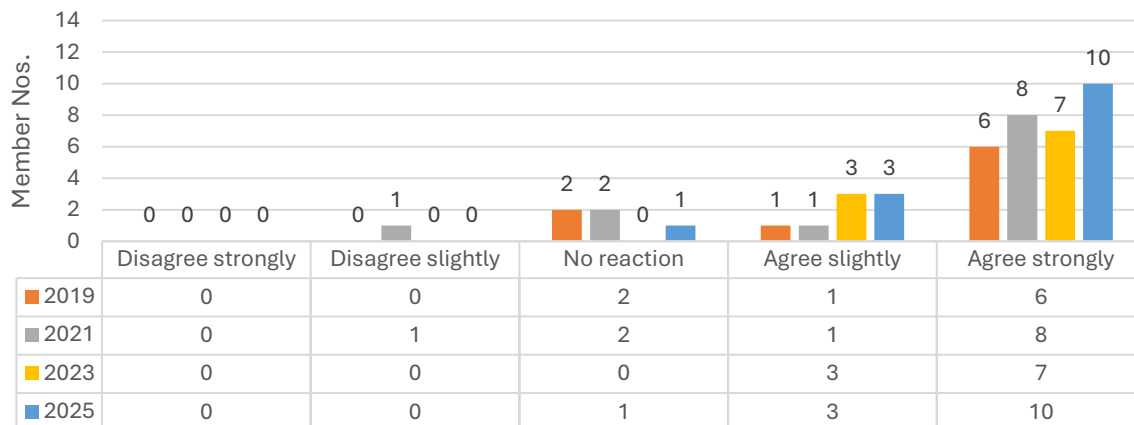
36. The Terms of Reference identifies procedures relating to the replacement or removal of Board members.



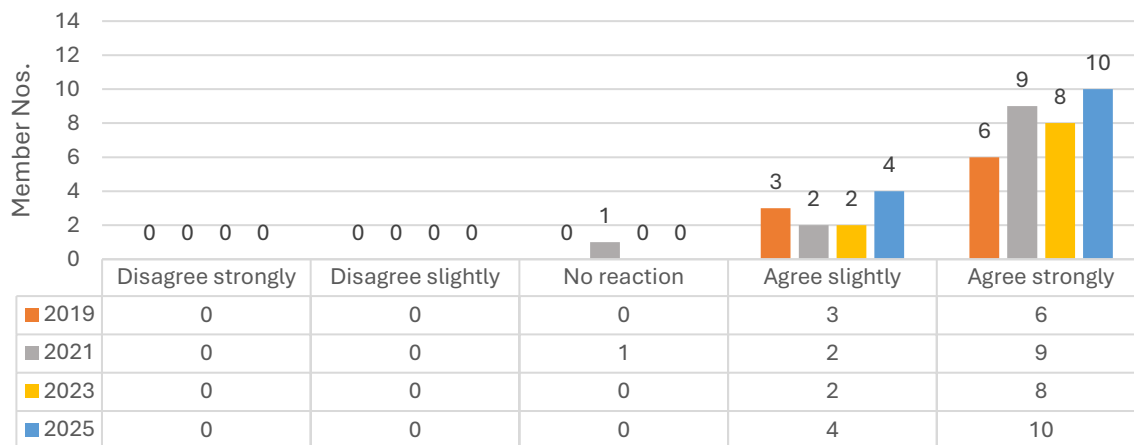
37. The Board is of a size that is sufficient to enable it to have the necessary knowledge, skills and experience.



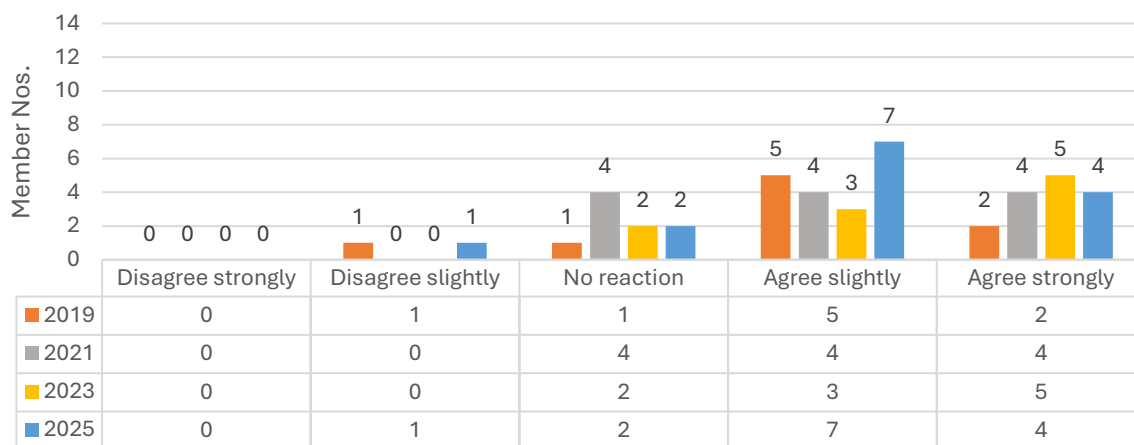
38. Tenures of Board members are staggered in such a way so as not to cause undue disruption to Board upon term completion.



39. Board members are aware of their length of tenure on the Board.



40. The Board has developed a succession plan to identify the skills needed by the Board.

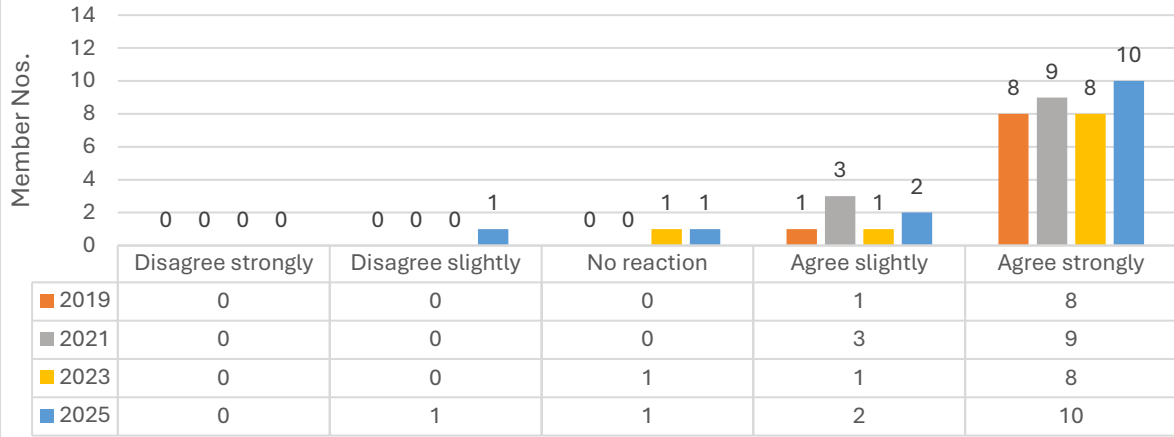


2025 Comments : Questions 32-40:

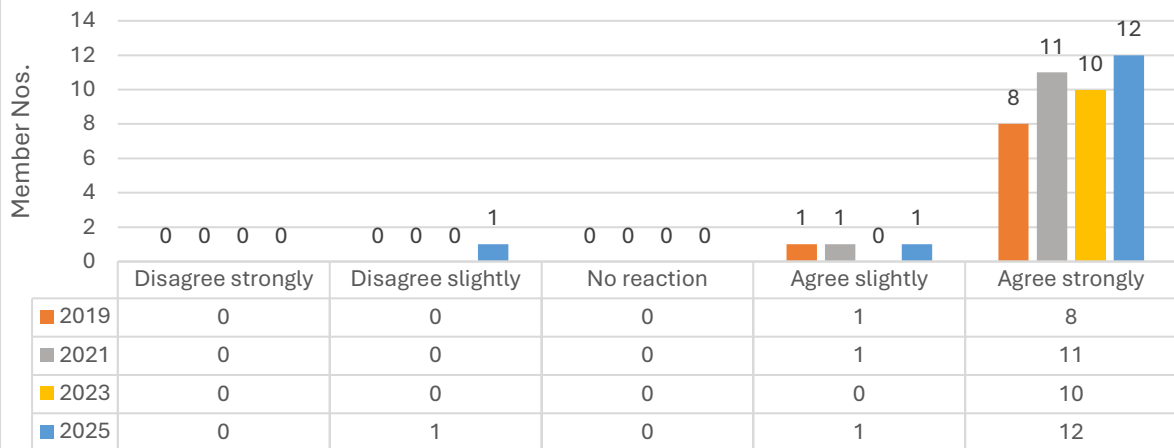
- New Qualtrics platform improved voting process.
- Good processes in context with expectations.

### THE BOARD CHAIR

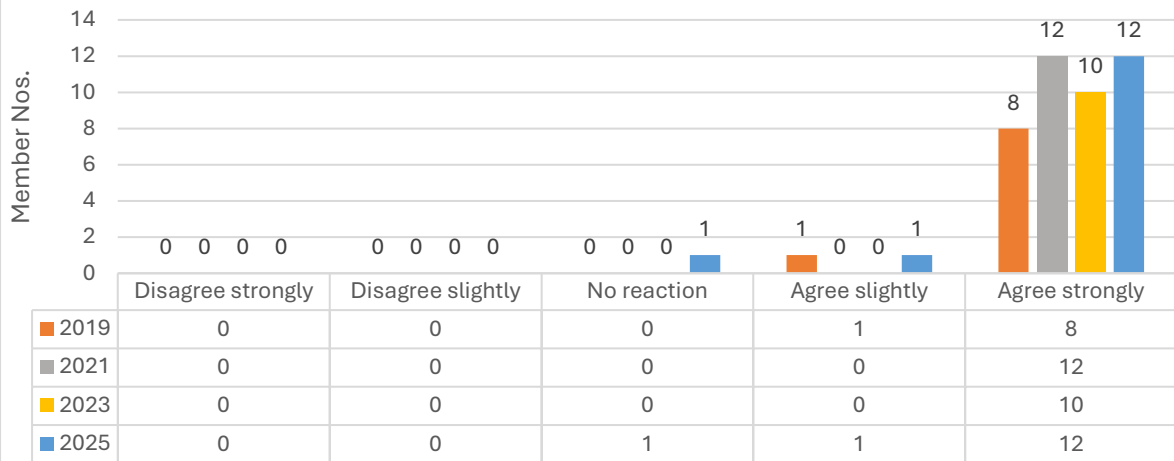
41. The Board chair understands the role of the principal and those matters of the school that are operational, therefore not the responsibility of the Board.



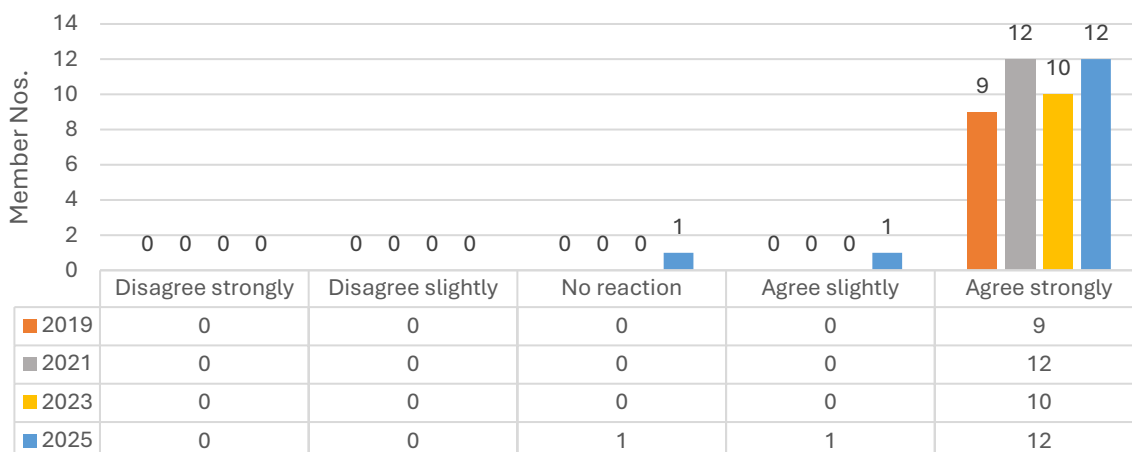
42. The chair has demonstrated leadership qualities.



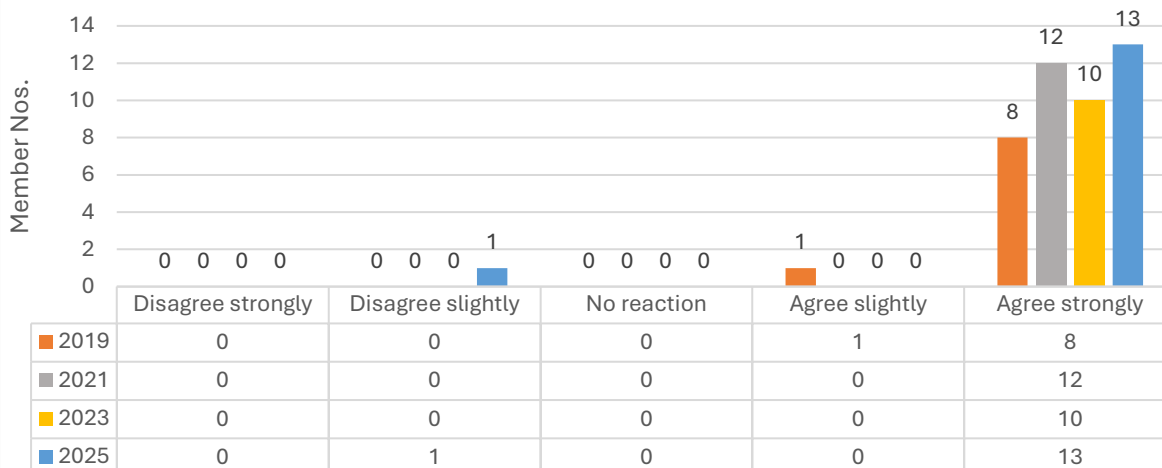
43. The chair has the confidence of the Board.



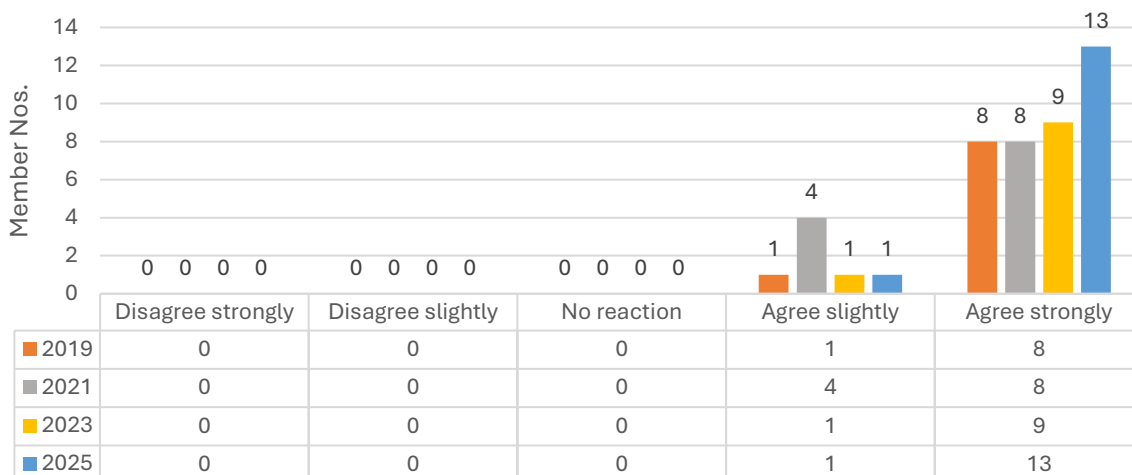
44. The chair and the principal have a respectful working relationship.



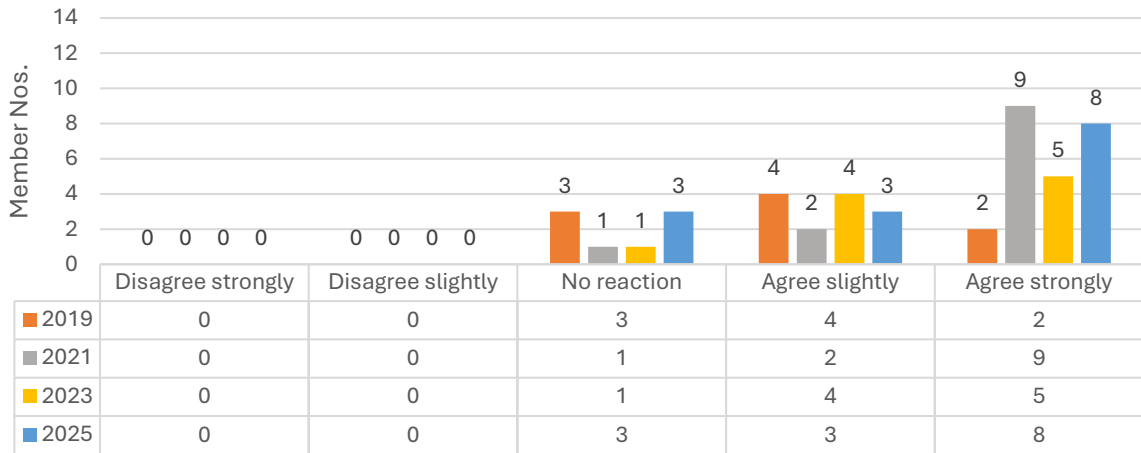
45. The chair conducts effective Board meetings.



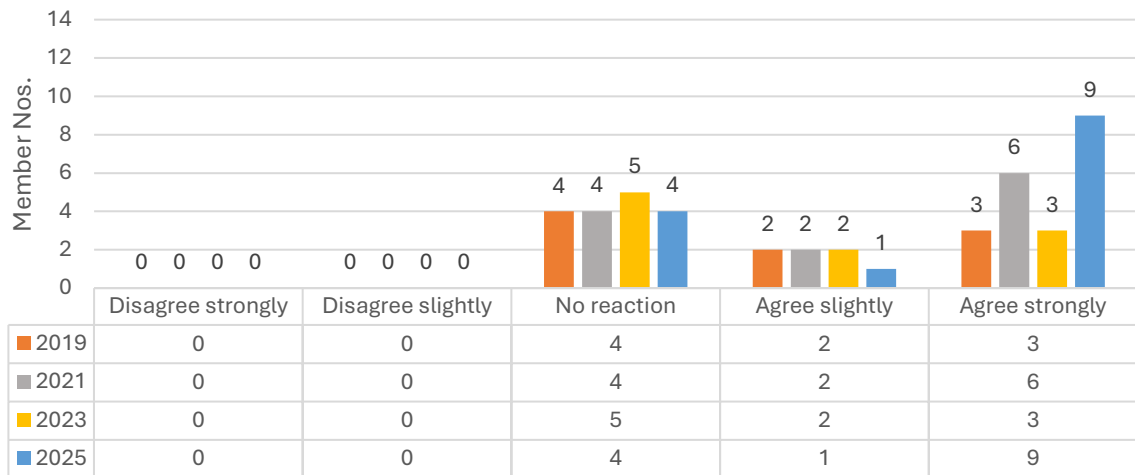
46. The chair conducts Board meetings according to the set agenda and meetings always run to time.



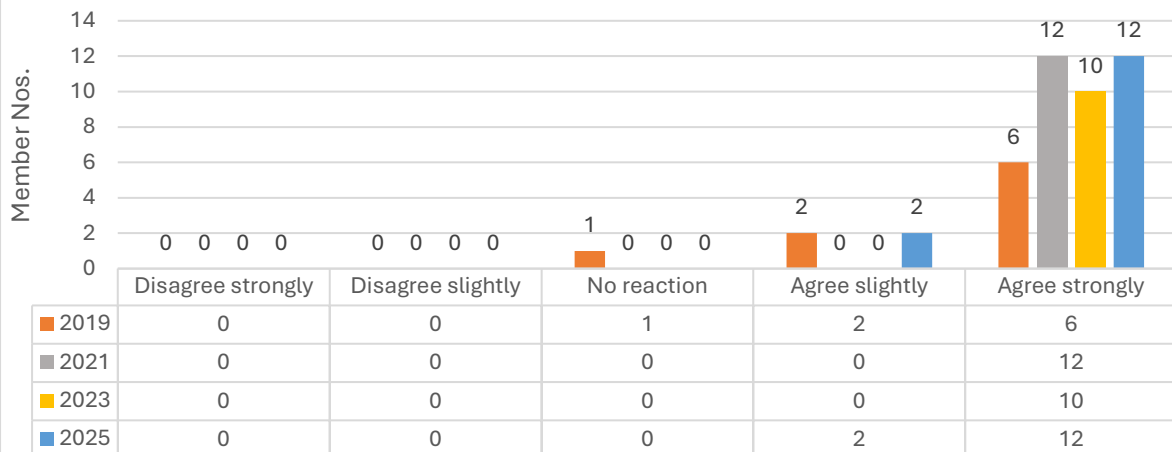
47. The chair reports back to the school community after Board meetings.

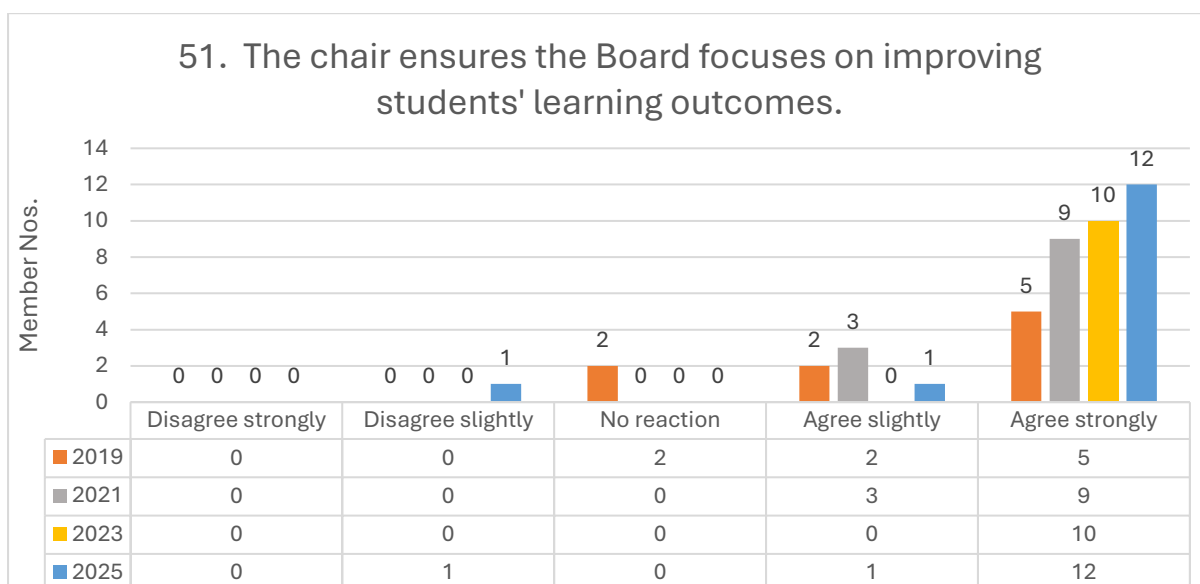
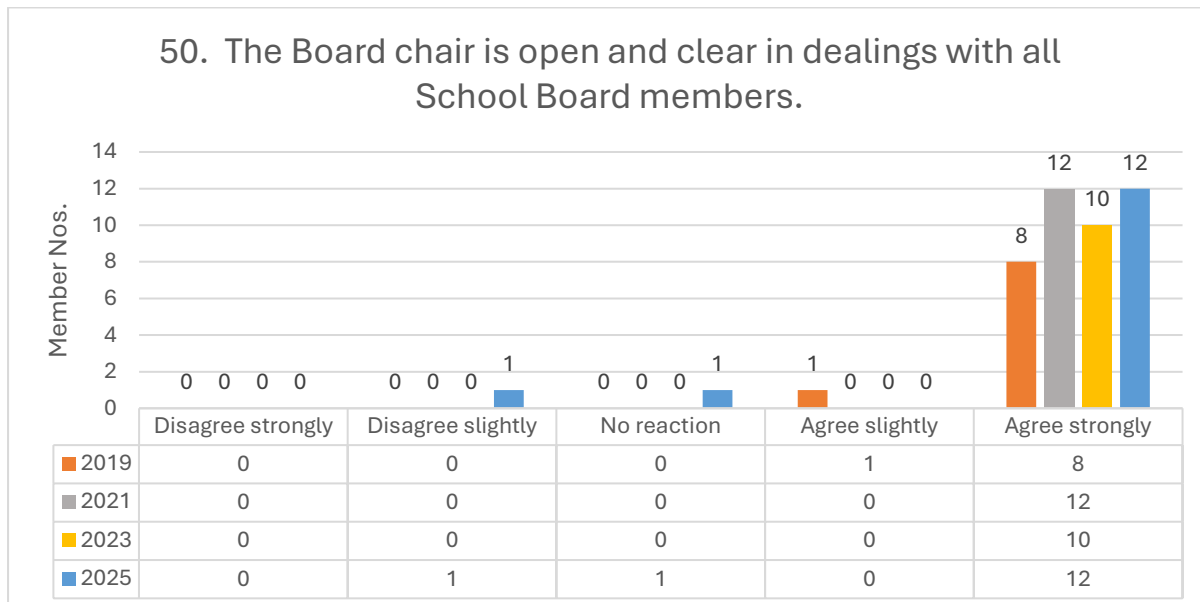


48. The chair meets with the principal before every School Board meeting to set the agenda and clarify issues of concern.



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



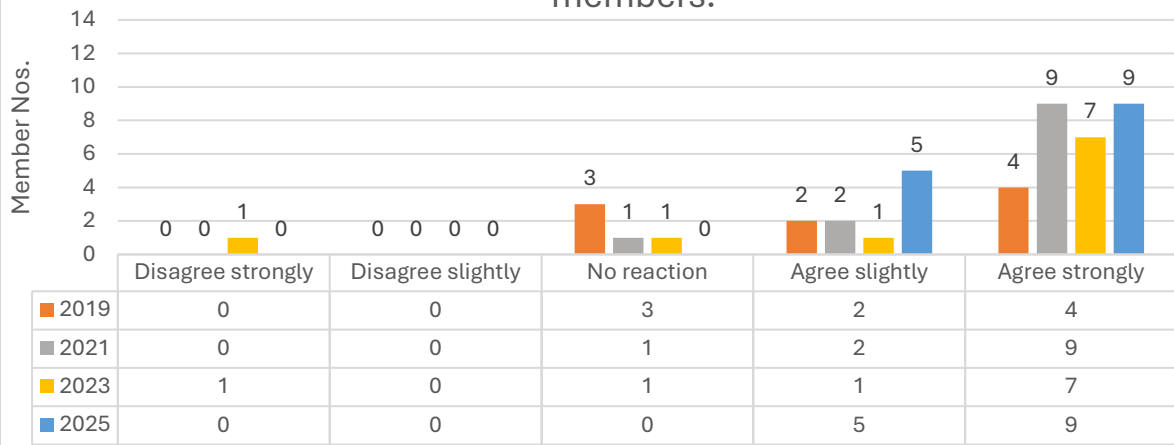


**2025 Comments : Questions 41-51:**

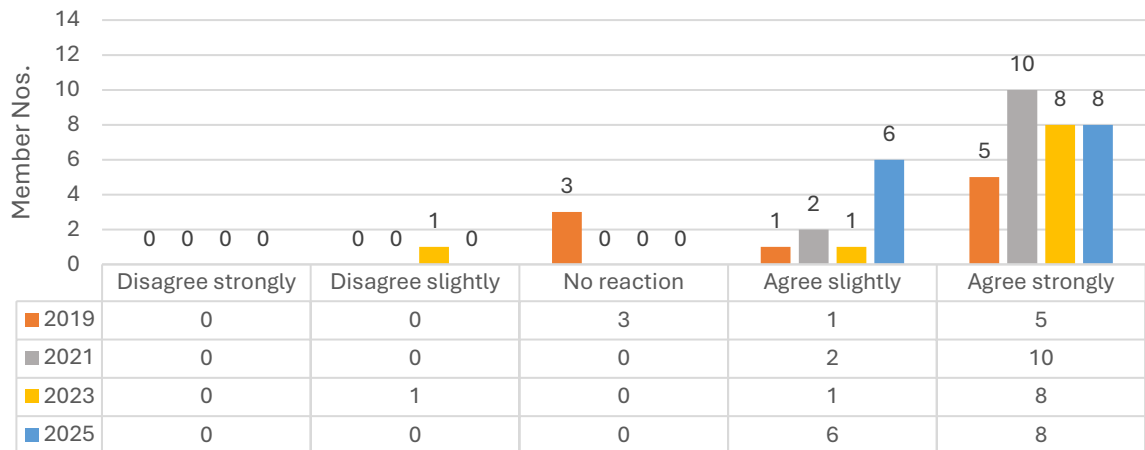
- A very strong focus on learning outcomes from all student groups from GATE, to AEP to equity groups.
- The chair does a very good job considering the diversity of members and their understanding of pedagogy and limits existing in the Education Department. However there is a balance of people with professional insights covering a range of professional reference points.

### CULTURE AND ETHICS

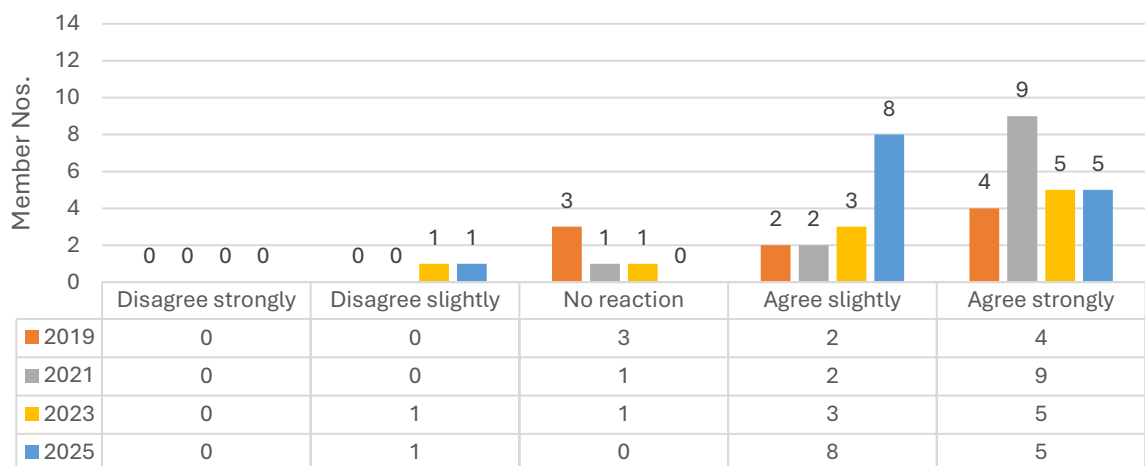
52. The Board has developed a code of conduct and agreed set of values and behaviours to guide Board members.



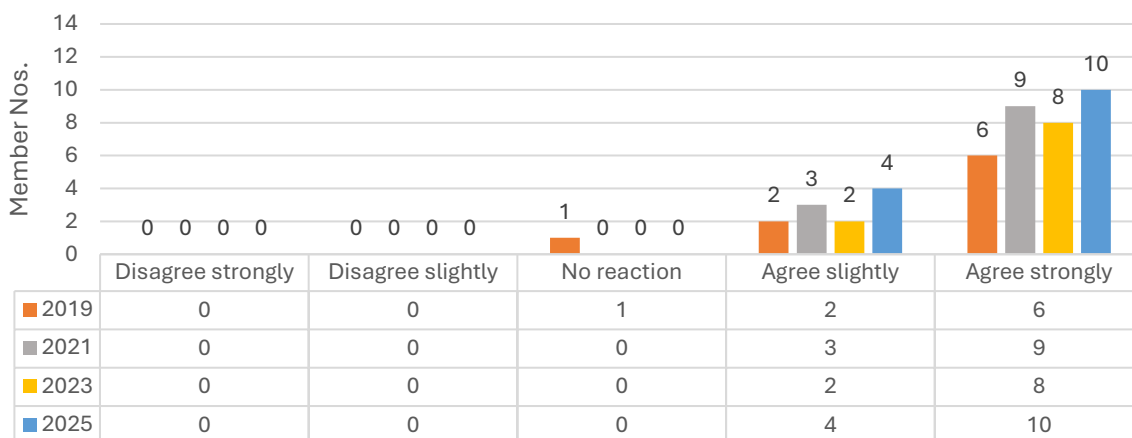
53. The Board holds itself accountable for compliance with the formal code of conduct and ethical standards.



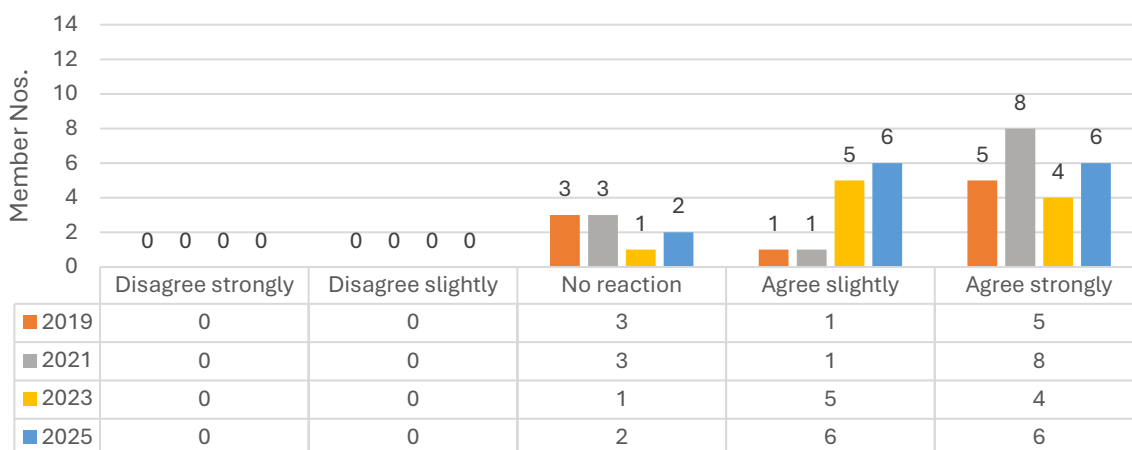
54. Board members understand the code of conduct and adherence is reviewed regularly.



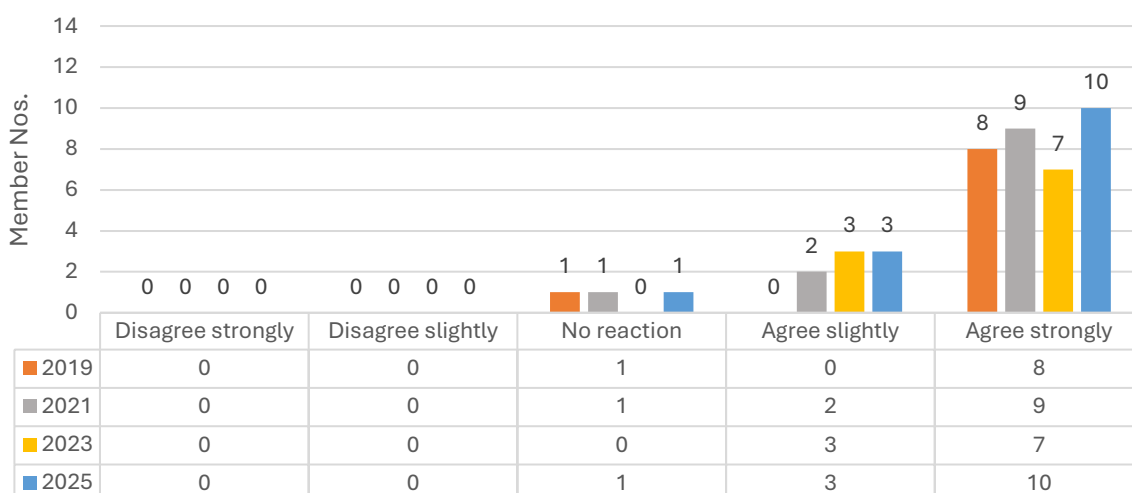
55. There is a shared Board culture which ensures the active engagement of all members.

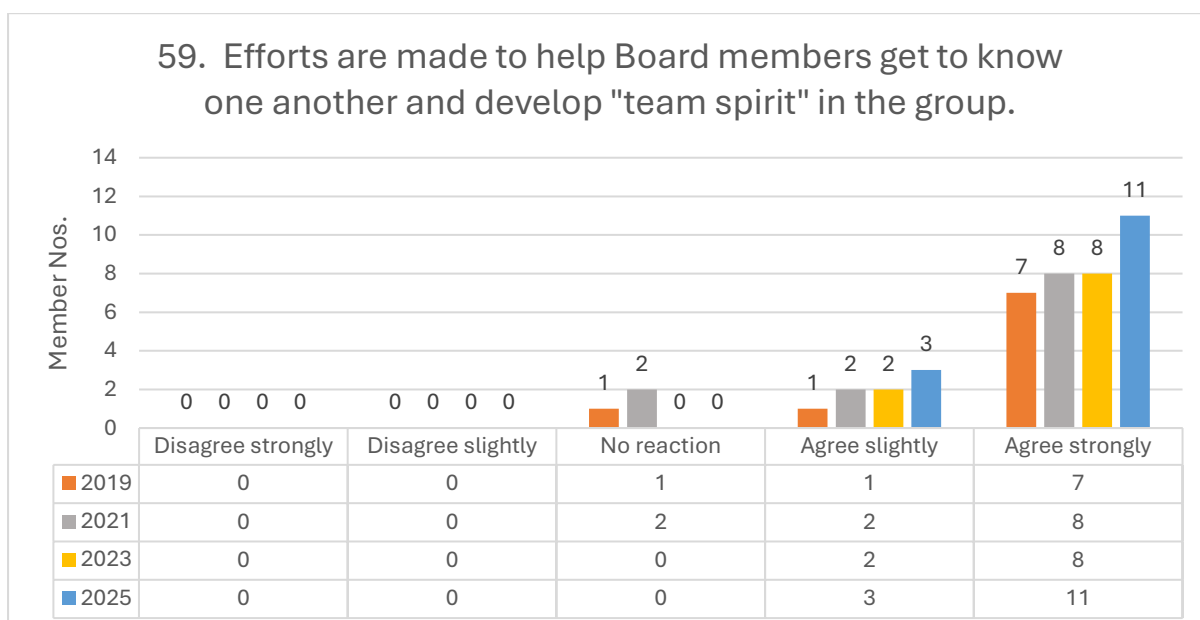
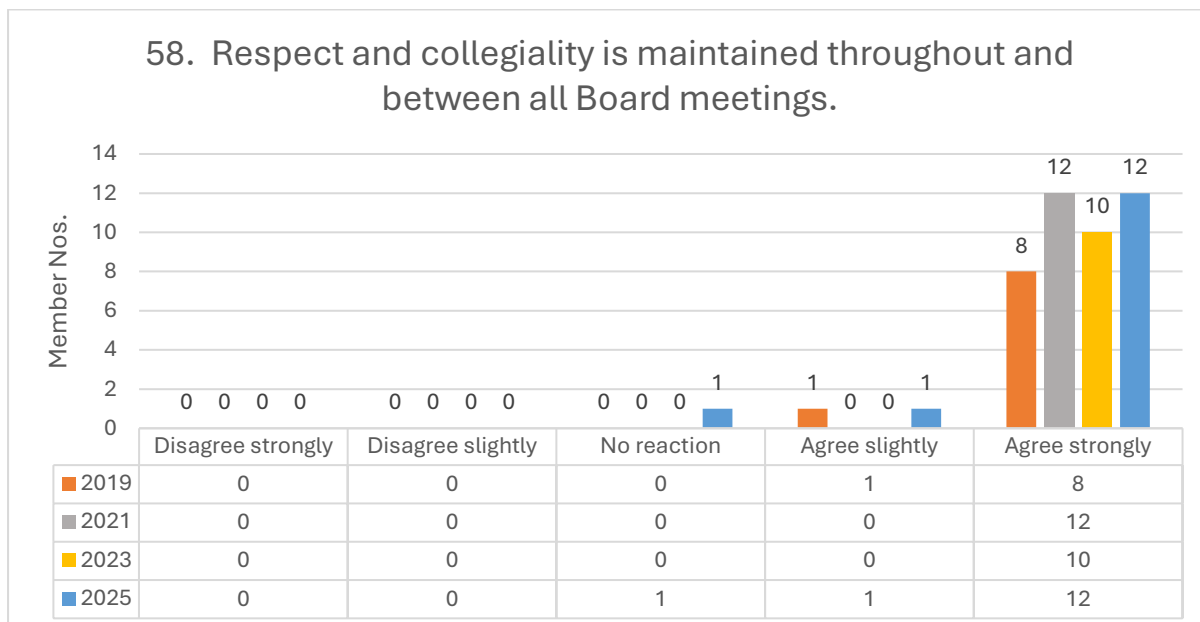


56. There is a formal process relating to the declaration and handling of conflicts of interest.



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



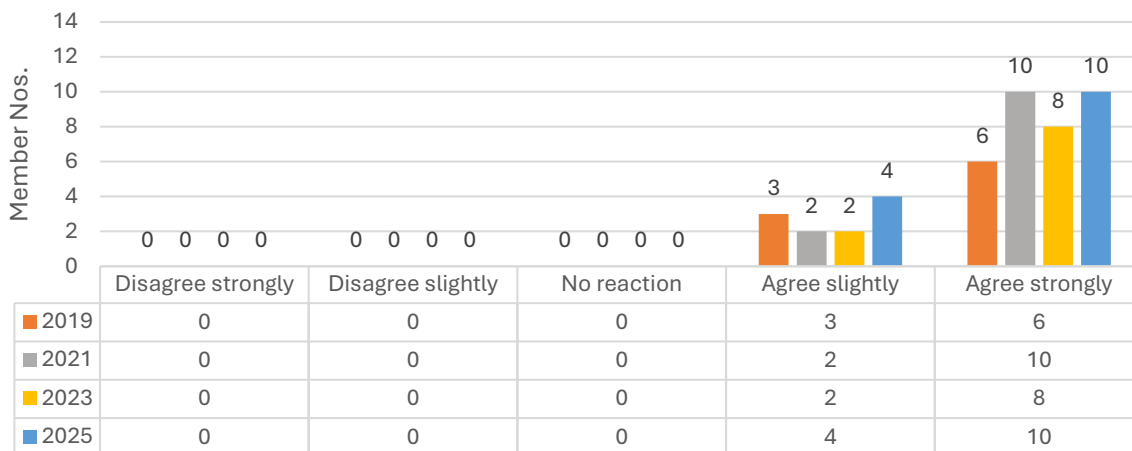


**2025 Comments : Questions 52-59:**

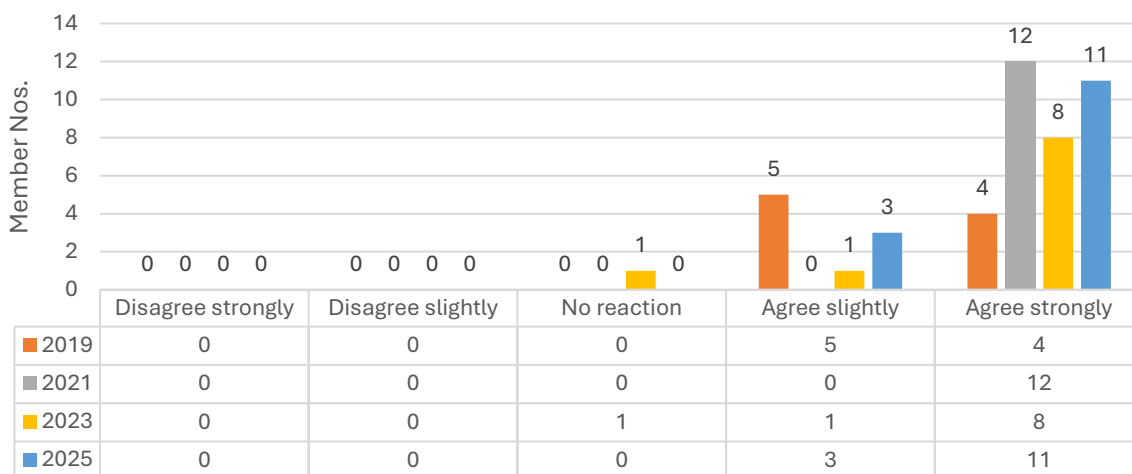
- There is respect and an appreciation of different positions.

### STRATEGIC FOCUS

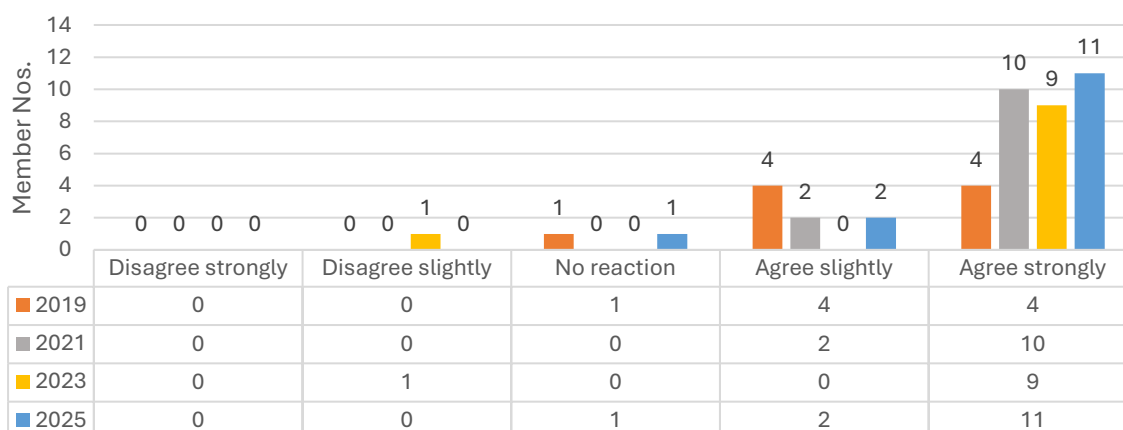
60. The Board understands the organisational structure of the school and the role of the principal.



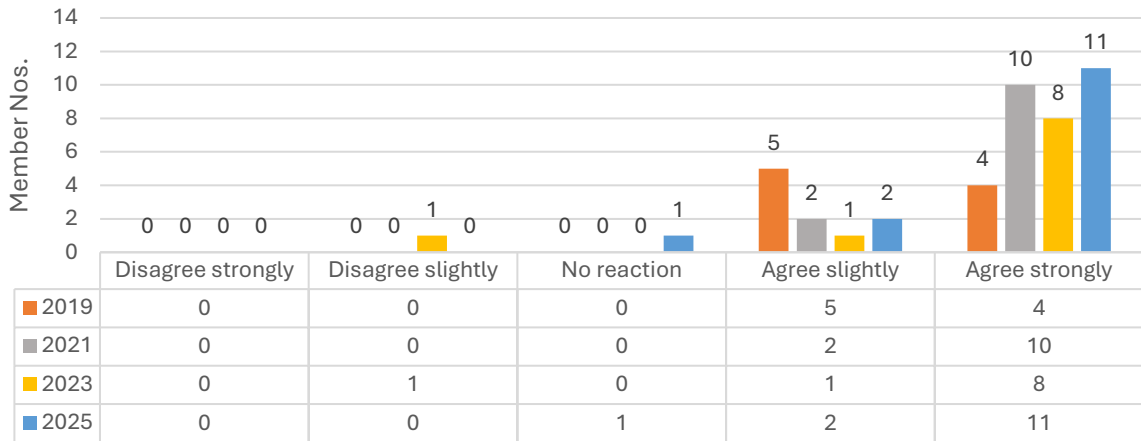
61. The Board and principal share the same view of the strategic direction, and on delivering outcomes.



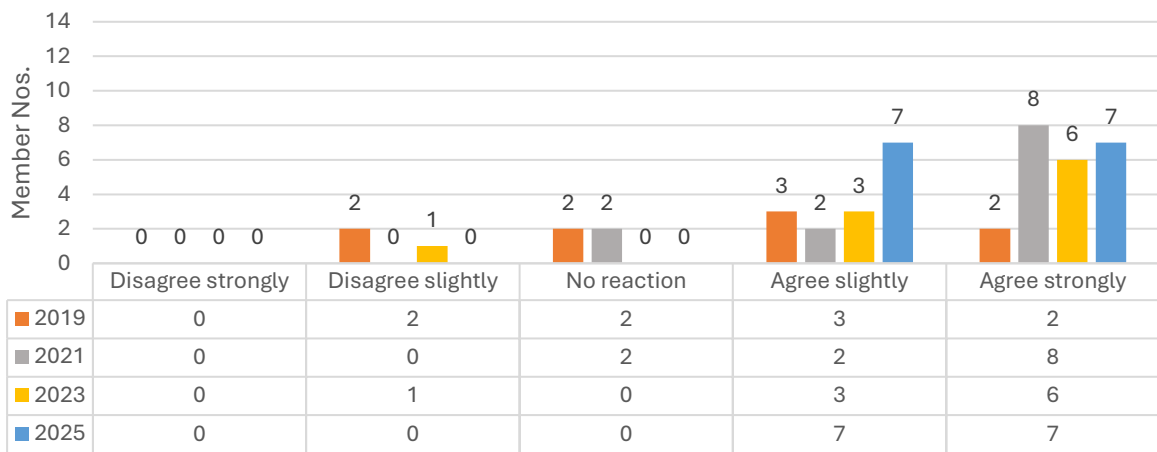
62. The Board is appropriately and regularly involved in the development, review and approval of the strategic direction.



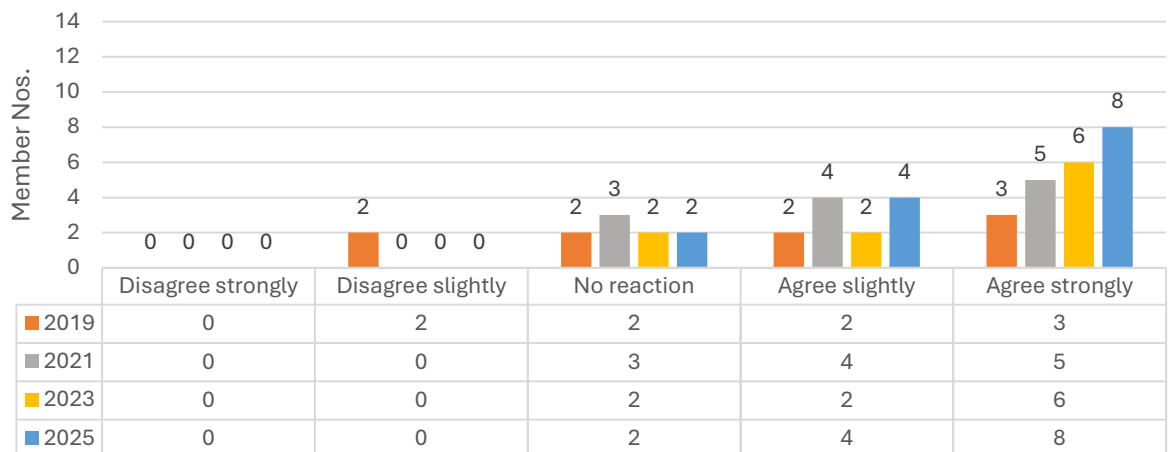
63. The Board is satisfied that the strategic direction is appropriate, sustainable and feasible.



64. Strategic discussions feature regularly on the Board's agenda.



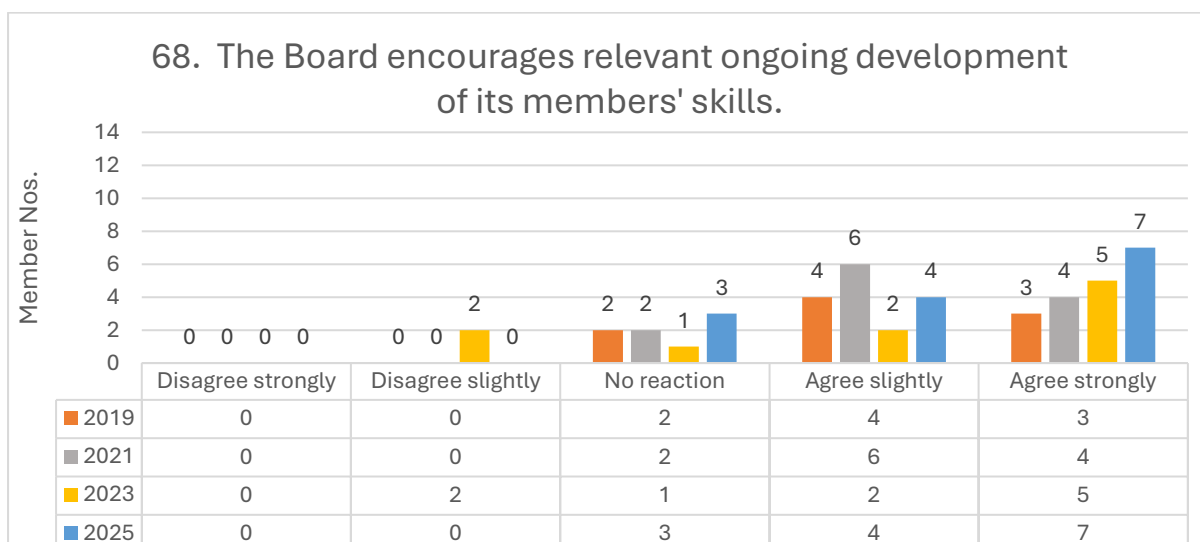
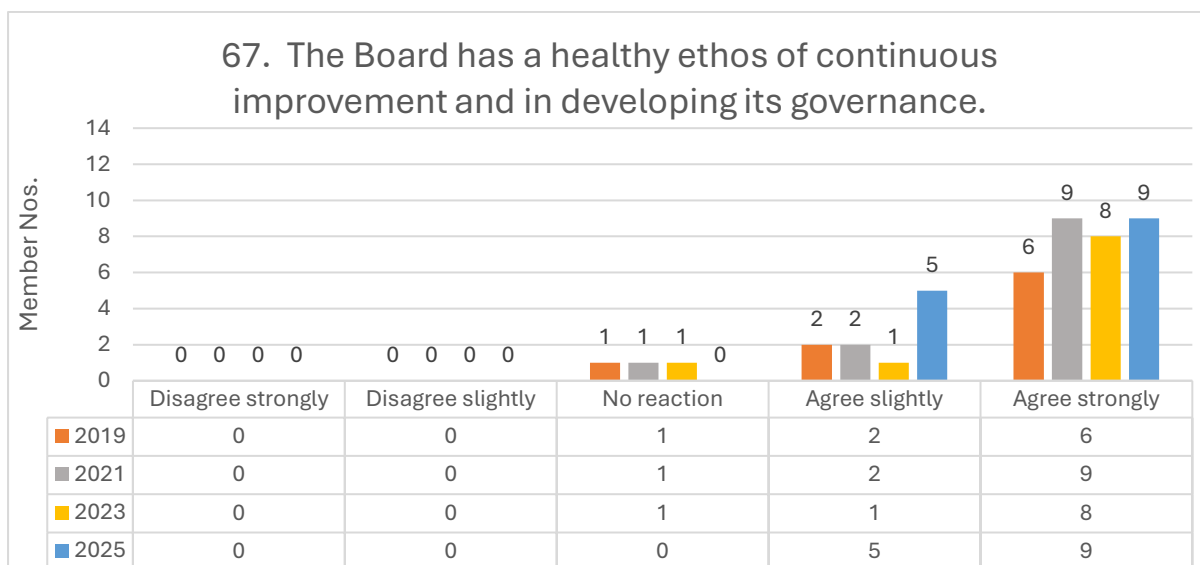
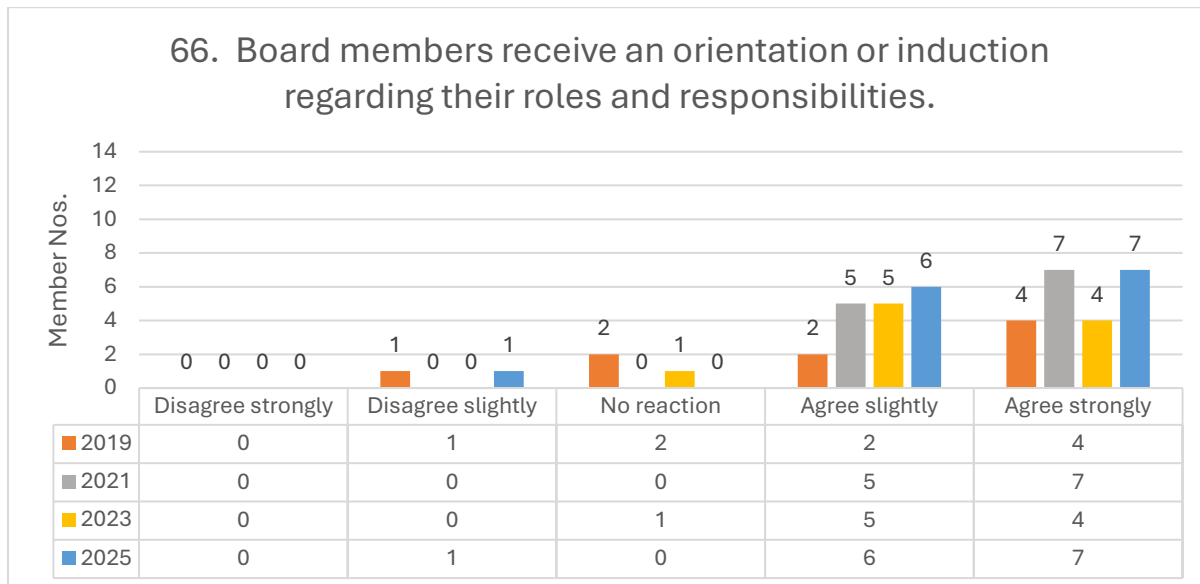
65. Board meetings have time set aside in its yearly calendar for focused strategy development.



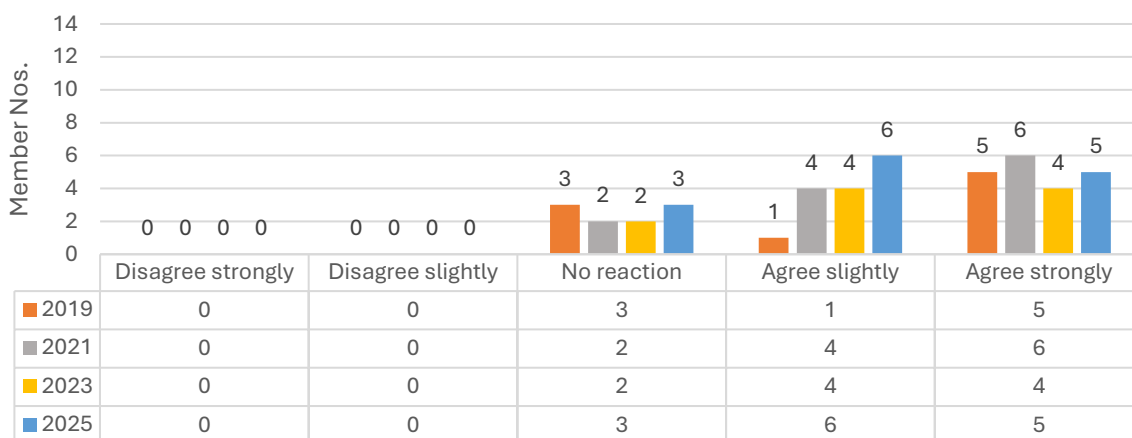
**2025 Comments : Questions 52-59:**

- Time is limited; however, strategy is important although slight differences exist. A consensus approach dominates and the Board is highly functional.
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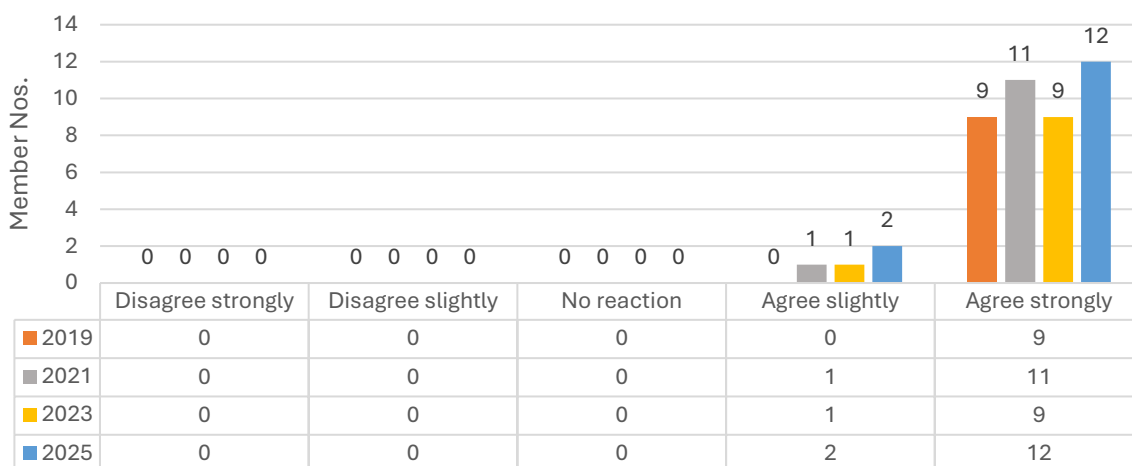
**RESPONSIBILITY AND COLLECTIVE ACCOUNTABILITY**



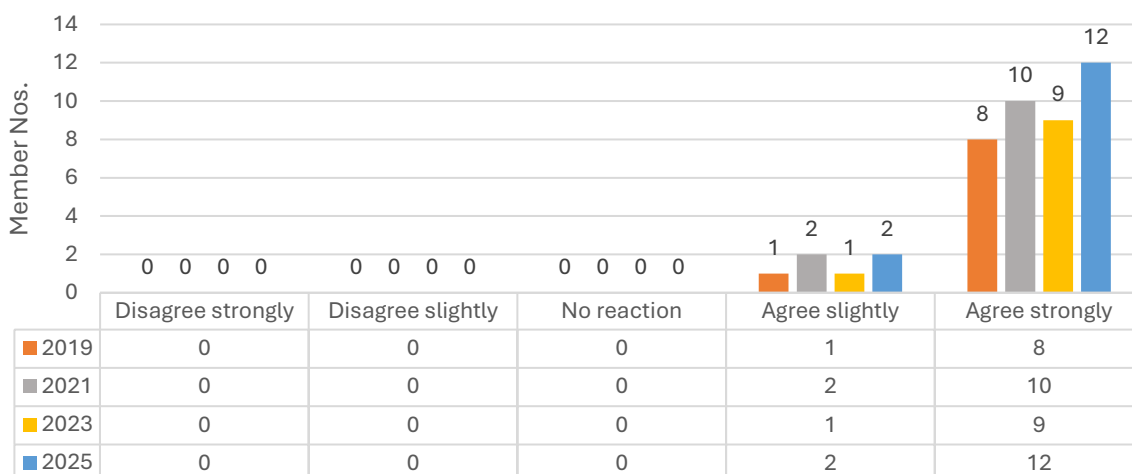
69. The Board take external advice from professional advisors when necessary.

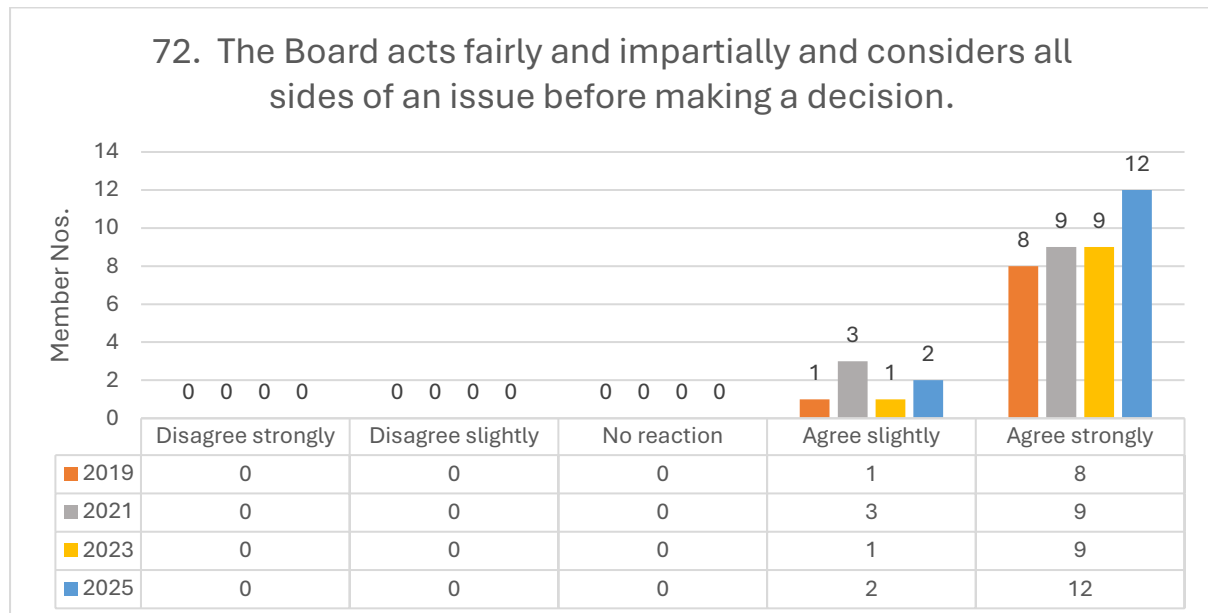


70. The Board acts in good faith and makes all decisions with the best interests of students.



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





**2025 Comments : Questions 66-72:**

- A consensus approach is taken, and difficult issues or difference are given time to debate without prejudice.

**THE END**