

HALIFAX REGIONAL SCHOOL BOARD REPORT ON GOVERNING BOARD SELF-ASSESSMENT RESULTS

PURPOSE: To provide the Governing Board with a report summarizing results from the annual Governing Board Self-Assessment for 2015-2016.

BACKGROUND: Self-assessment is a best practice of high performing boards. It is also in keeping with recommendations made by the Auditor General as a result of its reviews of the Halifax Regional School Board. This includes an overview of the process that was followed to complete the self-assessment, a summary of the results of the self-assessment as well as a follow-up Action Plan based on those results.

CONTENT: **Process:** On April 6, 2016 the Governing Board decided to begin work on its self-assessment. Working with a facilitator, the Board revised and chose the NSSBA self-assessment questionnaire which better reflects the HRSB context as this questionnaire was developed by Nova Scotia Board Members for Nova Scotia Board Members.

The Self-Assessment questionnaire was divided in 14 categories:

1. Legislation
2. Governance
3. Policy Development and Monitoring
4. By-laws, Ethics and Conflict of Interest
5. Vision and Mission
6. Planning
7. Student Achievement
8. Social Justice and Equity
9. School Board Member Interpersonal Relationships: Member to Member
10. School Board Member Interpersonal Relationships: Member to Superintendent
11. Communications and Public Relations
12. Finance/Budget
13. Accountability
14. School Board Development: Self-Assessment

Each category included from 4 to 14 questions, for a total of 116 questions. Nine of the ten Board Members completed the self-assessment questionnaire. The results were anonymous and were compiled by the NSSBA facilitator.

On June 15, Board Members participated in a session to review the results.

Results: The results were analyzed and categorized as:

- Areas to **celebrate** (all is going well);
- Areas for **reflection** (no real issues but we should pay attention and reflect on these areas);
- Areas for **discussion** (things are OK but we would like to discuss how we can enhance our practices);
- Areas for **follow-up** (improvements required in this area); and
- Areas for **immediate action** (areas of serious concerns).

Of the 116 questions,

- 34 questions (29%) were areas for celebration;
- 23 questions (20%) were areas for reflection;
- 41 questions (35%) highlight areas for discussion;
- 13 questions highlight areas for follow-up; and
- 5 questions highlight areas of serious concern and require immediate action.

Action Plan:

Action 1: Celebration:

- a. Report at public Board meetings to highlight areas where the Governing Board is functioning very well.

Action 2: Leadership Session Discussions:

- a. Use results to inform future leadership sessions;
- b. Share results with newly elected Governing Board to inform their PD plans.

Action 3: Superintendent Accountability Reports:

- a. With the superintendent, review the type and schedule of accountability reports provided to the Board at public board meetings.

Action 4: New Board Members Orientation:

- a. Plan an orientation session for new Board Members in the fall of 2016 to review Board by-laws, HRSB Business plan and Budgets, policies, etc.

Action 5:

- a. Complete a Board Self-Assessment on an annual basis.

COST: N/A

FUNDING: N/A

TIMELINE: Annually

APPENDICES: N/A

RECOMMENDATIONS: It is recommended that the Governing Board receive the Report on Governing Board Self-Assessment Results for information.

COMMUNICATIONS: For further information please contact Melinda Daye, Chair by email mdaye@hrsb.ca or Natascha Joncas, Acting Corporate Secretary at 902-464-2000 ext. 2324 or by e-mail njoncas@hrsb.ca

To: Halifax Regional School Board September 28, 2016