

# School council performance review

In essence, the intent of a school council performance review is *to support and compel [it] toward the leadership of which it is capable. It is an inseparable part of governing.* [Carver, J, *Effective Board Governance*. 1997]

Some questions to guide the approach to a school council performance review include:

- how are we being true to the mission of the school?
- are we making a difference to school growth and development?
- how do we know if we are making an impact?
- how does our work add value to student achievement?
- are there any issues that are keeping us from functioning effectively as a school council?

In undertaking a school council performance review, school councils may elect to embark on any of three approaches:

- 1 **Ongoing performance review strategies**, which may include:
  - engaging in regular reflection by council executive
  - inserting last item on meeting agenda called meeting review
  - observing a council meeting at another school
  - council and committee chairs reflecting together
  - on rotation, council members providing feedback on previous meeting
  - chair contacting council members after the meeting to seek feedback
- 2 **An annual performance review**, which may involve:
  - facilitation by chair, council executive, or external facilitator
  - council members completing a survey tool
  - an appraisal of the council's annual forward agenda
  - an annual audit of the council constitution, handbook, and code of conduct
- 3 **A substantive performance review**, which may:
  - be undertaken every three years
  - be led by an external facilitator
  - involve school owners, school executive, and school council members
  - require data to be collected via a survey of council members, interview of council members, a review of council documents, and, an observation of a council meeting in progress
  - following the collection and analysis of the data, the review facilitator would provide a report to the school council with a series of recommendations for future council development

The outcome of any council performance review should be a definitive council development plan articulating the specific areas for council learning over the next period of time. Once completed, it is the responsibility of the council executive to ensure that the activities within the council development plan are completed.