

## To our PMSA school community

It's been a year since the PMSA shared an ambitious reform plan following the AICD governance review in 2018. As one of the most comprehensive reviews in Australian school governance history, I am very pleased to report this is the final governance reform update as the overwhelming majority of the 50 plus reforms are now complete. The reforms will have an enormous long-term benefit to the governance of our Group and we celebrate this achievement within such a short time frame.

These governance changes and the collaborative work undertaken across the Group will position the PMSA in the coming years as an industry leader in Australian school governance. Together with our Strategic Plan initiatives, these reforms and our new Group structure will ensure the PMSA Group and our schools thrive in the changing world ahead and continue to provide world-class teaching and learning environments permeated by Christian faith and actions for another 100 years.

Despite this specific reform project coming to a close, we know governance reform is an ongoing process. The PMSA is committed to ongoing governance improvements as highlighted in our Strategic Plan 2019-2023. We will continue to communicate any further changes to our community in our term PMSA Communique and through our website and social channels.

## Key changes

### PMSA Board

Since our last update, the following Board-level reforms have been implemented:

- The **PMSA Board Charter** has been rewritten and is available for perusal and download on the [PMSA website](#). This Charter clearly outlines the Board's roles and responsibilities and complements the new PMSA Constitution and By-laws already released.
- Further clarity on the different roles and levels of authority for the PMSA Board, the School Councils, school Principals and senior level staff is now available in the Group's **Delegations of Authority**, which has also been completely rewritten.
- The **nominations and application process for PMSA Board members** is finalised and will be used as the Board recruits new members to fill current vacancies. Since the beginning of 2018, more than half of the current PMSA Board is new and during 2020, both the Chairman Greg Adsett and long-serving member Anne Bennett's term will come to an end. Like the School Councils nomination and appointment process, potential PMSA Board-appointed members will undergo a gated approach with mandatory core criteria and skills required on the **Board Skills Matrix**. This ensures that well-qualified and appropriately experienced members are appointed to the PMSA Board.
- With a strong focus on managing risk across the Group and the recent appointment of our **Group Executive – Quality & Risk** in the PMSA Group Office, the PMSA Board has finalised the Group-wide risk appetite statement and framework. This is a key governance document that helps describe the Group's overall level of comfort in 10 key risk areas including pastoral care, teaching and learning, finance, information technology, governance and regulation and compliance.

### School Councils

Significant governance reforms at School Council level have enabled roles to be more clearly described and empowered School Councils to play a more definitive role in school governance:

- The new **School Council Charters** for each school that clearly define roles and responsibilities are now available and on the [PMSA website](#) as well as governance pages on school websites.

- One key change in the School Council Charters is to the position of **School Council Chair**. School Council Chairs no longer are required to be a PMSA Board member – they can be either a School Council member or a PMSA Board member. All members of the School Council are able to apply for the position of Chair and the most appropriately qualified member will be appointed. This change enables the School Council Chair to more effectively play their role in the governance and oversight the school.
- The new **School Council nomination and appointment process** has been used to successfully appoint several exceptional new School Council members at all our schools. Since early 2019, seven new School Council members have been appointed across the School Councils with five new members announced recently. Using the same process, four new members of our standing committees in Policy, Nominations and Human Resources and Audit, Finance and Risk have also been appointed throughout 2019.

### Cultural and communication initiatives

The PMSA Group continues to work on redefining a collaborative internal Group culture among the Board and also with School Councils, Principals and staff. We also recognise the importance of contemporary stakeholder engagement and realise that the actions taken by our PMSA Board, School Councils and Committees impact on our community. We are fully committed to true community engagement and genuinely engaging with our community on important issues. A recent example of this has been through the Clayfield College Principal recruitment process where members of the school community have been actively consulted on their ideals for a new Principal.

During 2019, the PMSA has published our new format **2018 PMSA Annual Report** with increased governance and financial information, and this year's school Annual Reports have included more governance information than ever before.

Our **PMSA Open Day** in June was also received positively by the community and we intend on continuing to host these each year to encourage our community to meet our Board and our Group Office team. As suited to each school's culture and needs, School Council members are also becoming more visible at school events and meetings.

### More information

If you'd like to receive these and other Group updates directly via email, please sign up on our **PMSA website contact page**. Otherwise for more information, please contact our Group Office team:

-  [www.pmsa-schools.edu.au](http://www.pmsa-schools.edu.au)
-  [communications@pmsa-schools.edu.au](mailto:communications@pmsa-schools.edu.au)
-  (07) 3371 0709
-  @PMSchoolsAssociation

If at anytime you'd like to meet with me or a member of the PMSA Board to discuss our governance or any issue, please contact us on the details above. We are very keen to engage with our community to build a better PMSA Group for the next 100 years.

Best wishes and for the rest of 2019.



Sharon Callister  
Chief Executive Officer