

## To our PMSA school community

**It's been some time since we shared a governance reform update. I write with some important governance changes regarding our School Councils which will significantly enhance the structure and management of the PMSA Group and our schools.**

These School Council changes will give schools greater autonomy and remove role duplication between the PMSA Board and School Councils, but most importantly allow Principals and school executives to become more responsible for operational decisions.

As you may know, in 2018 the PMSA commenced a governance reform process to clarify responsibilities and enhance decision-making across the Group. Good governance, however, requires ongoing reform.

Since our last update, the PMSA Board has continued this transformational journey to refine the governance and management structures of the Group to streamline processes, clarify roles and enhance decision-making responsibilities.

Over the past three years, many reforms have been implemented. In particular, PMSA Board sub-committees have been refined and established in the key areas such as audit, finance and risk, human resources, policy development and child protection. These committees now better support the day-to-day operations of each of our PMSA schools. The sub-committees are now working closely with the PMSA Board, PMSA Group Office and the Principals and executives at the schools.

In addition, the PMSA Group Office is now well-staffed with professional expertise in areas including finance, human resources, risk, child protection, communication and strategy.

As a result of this progress and after extensive consultation with leaders in our community including school Principals, the focus of our School Council sub-committees will be further refined to perform a strategic role, similar to our other specialist sub-committees.

School Council members are volunteer positions, and this change will remove the administrative burden on these volunteers. Instead, they will become key strategic advisers to Principals.

Creating fulfilling and attractive volunteer governance roles is a constant focus for the PMSA. We recognise that our governance members are volunteers and must juggle demands of their professional careers and personal lives.

Principals are very supportive of this exciting change.

## Key changes

The change to the School Council governance role will:

- reduce governance ambiguity for both governance officers, staff and the community;
- create a more attractive volunteer-role at the School Council with fewer meetings and less administration;
- allow each School Council's skill-matrix to become less traditional and more individual and responsive to each school's needs;
- push administrative aspects of School Council responsibilities to paid executives at school and Group level;
- create more professional autonomy for Principals;
- create a professional development environment for Principals to work with a more strategy-focused School Council;

23 March 2021

- reduce the workload on school executives associated with high-frequency School Council meetings;
- streamline and expedite escalation of operational matters between school and the Group;
- create greater collaboration across the PMSA Group; and
- enhance risk management as the Board will have improved 'line of sight'.

## Next steps

The transformation of the School Council role will change the School Council Charter as well as the PMSA's Delegations of Authority. These will be made available publicly when the change comes into effect in the third quarter of 2021.

Over the next six months, our PMSA governance volunteers and key school and Group Office staff will work together to finalise and further refine respective roles.

These changes create opportunities for members of our school community to take on these important advisory responsibilities in the School Council.

If you are interested in taking on a voluntary advisory role on one of our PMSA School Councils, I encourage you to please register your interest with me or your school Principal. Over the next six months, we will provide more detailed role descriptions and updated skills matrixes for each School Council.

## More information

If you'd like to receive PMSA 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 talk with me regarding our governance or any other matter, please contact us on the details above.

With every blessing



Sharon Callister  
Chief Executive Officer