

Mount Merici Academy

Board of Trustees Evaluation 2023-2024

SUMMARY

1. I feel confident in the direction in which MMA is heading?	Strongly Agree 4	Agree 3	Disagree	Strongly Disagree
2. I have had the opportunity to participate in the development of the MMA Three Year Strategic Plan and feel comfortable with the progress made so far	Strongly Agree 5	Agree 2	Disagree	Strongly Disagree
3. There is a high level of transparency at the Board level and at all levels within MMA and outside organizations such as the Provincial Team.	Strongly Agree 5	Agree 2	Disagree	Strongly Disagree
4. I feel comfortable as a Board member articulating the current state of MMA and key elements of the MMA Strategic Plan. Specifically, the Five Goals plus any other goal we set as a result of our upcoming Strategic Planning Meeting.	Strongly Agree 4	Agree 2	Disagree	Strongly Disagree
5. Board agendas, meeting minutes and other relevant materials are sent out to members with enough time to review prior to each meeting.	Strongly Agree 3	Agree 3	Disagree	Strongly Disagree
6. The documents provided for the meetings are informative and sufficient for me to do my job as a board member.	Strongly Agree 3	Agree 3	Disagree	Strongly Disagree

7. I believe I am appropriately informed about topics under discussion or in need of decisions.

Strongly Agree 4

Agree 2

Disagree

Strongly Disagree

8. I believe the board meeting organization and preparation is appropriate.

Strongly Agree 3

Agree 3

Disagree

Strongly Disagree

9. As a board member, I believe my attendance at MMA activities is appropriate.

Strongly Agree 4

Agree 2

Disagree

Strongly Disagree

10. The committee reports give appropriate information for the board to make decisions.

Strongly Agree 4

Agree 1

Disagree 1

Strongly Disagree

11. The board exercises its authority appropriately, not interfering in day-to-day management.

We temporarily participate in day-to-day management. It is welcomed and needed at this time.

- Strongly Agree
- Agree
- Totally Agree
- Agree
- Strongly Agree

12. The board has developed a concise mission statement which influences board decisions.

Strongly Agree 4

Agree 2

Disagree

Strongly Disagree

13. What areas/topics should the board address next year?

- The building.
- Broadening our development efforts beyond Central Maine.

- Focus on strong volunteer management, recruitment, and recognition. Marketing and building student population.
- Daycare opportunities.
- Continue all the good work that has been done and focus on the strategic plan with specific
- Facilities, Compensation, Marketing and Communications, Curriculum and implementing and achieving our strategic plan and goals.

- concentration on enrollment and fund raising as well as leadership training for Stacy.
- Policy and rules.
- Board meetings should be in-person with exceptions for people whom are sick or have to travel great distances.
- More details in meeting minutes, such as if there was a quorum of voting board member, the 1st and 2nd of the proposal, & the resulting vote.
- Continuation of topics covered this year.
- Bolstering student population.
- Work on Finances, General condition of the overall facilities.
- Maintenance of building long term

14. How do you keep the school's Catholic/Ursuline mission and identity central to making decisions in your role as a trustee?

The Ursuline Mission is why I am on the Board.

As my role is centered on the Ursuline Educational Mission and the Catholic and Ursuline Identity of the schools, my focus is to assist the Academy and the Board in remaining mission-driven and focused.

- By keeping in mind that Serviam (Service) is a key element in all my decisions and actions as a Board Member. We all have to make it a point that we give the Students, Staff and Board members the tools to accomplish our mission: individually & as a whole school body.
- Born and raised as Catholic. The faith (even when tested) remains within me.
- Gathering information, listening and asking questions.
- By remembering what St. Angela set out to do and being a Servant Leader.

15. What aspects of formation offered to the board this year have you found most helpful?

- Not sure I can pull out one piece of the whole experience. The most important aspect to me is the respect for the Ursuline tradition and the strength, vision and integrity that tradition offers us as we move forward. The BOT are stewards of the mission of the Ursuline tradition and that being recognized and incorporated in all we do differentiates us as volunteers/trustees and has proven its value.
- I hope the reflections on St. Angela were helpful to trustees this year.
- The Fall Retreat at Colby (2023). I feel it brought us together in thoughts and actions. Thus, the change to a positive attitude which we are now experiencing and appreciating.
- Given this is my first year on the Board I continue to learn about the organization. It has clearly been quite the year for Mt. Merici with far more challenges than I was first aware. I believe the small, but dedicated new Board truly understands the challenges facing us and are prepared to meet the challenges head-on! It has already begun, and the momentum should push us forward. Board Leadership is strong (right people/right time) and interest in growing for the growth of the Board. Some might consider so many challenges tough, but others of us love problem/challenge solving.
- Our strategic planning session. Organizing the work of the Board and having more productive meetings.
- Each item, emails, newsletter and visits are helpful.
- Continued support and guidance from Karen. We are very fortunate to have her expertise and guidance and enthusiasm for what MMA does and the Ursuline Tradition.

16. Please share any governance or mission formation you feel could be helpful to the board in the coming year.

- I hope certain areas that the BOT currently has a larger role in but really belong to the administrative purview can start moving over to the administration. We need to plan how and if it is time to back off. I am happy to help in any way but see this as critical to sustainable success for the school's leader and team.
- I will continue to do anything to help in mission formation.
- Going over our by-laws to see if they are current and apply to our situation.
- Continued communication and understanding of their purpose.
- Choosing board members who are good fits for the MMA culture and establishing a Board leadership succession plan.
- Get the Board Committees up and running with clear goals, objectives and levels of authority and decision making.

17. Comments about your answers above or any other commendations, concerns, or challenges you would like to express...

- I feel positively about the school and its future. It is amazing the changes that have already happened and it also a testament to the Board Chair's vision and tenacity. The Head of School is a true example of Serviam and understanding the Ursuline vision/traditions. It is sustainability of the school. It is almost like there was a very tall fence but with new leadership a gate was built and pushed open to all the community back in. And they are ready to roll up their sleeves. May seem overly optimistic, but that is how I feel.
- Thank you, Dan for your leadership and guidance. We truly would not be where we are today, nor would we be opening the doors in September without you and the leadership you bring to the trustees and administration. Thank you!
- We have come a long way in a positive way but have to continue to get better.
- Need a few more Board Members!
- Hiring Stacy Shoulta as Head of School is the best decision we have made this year.