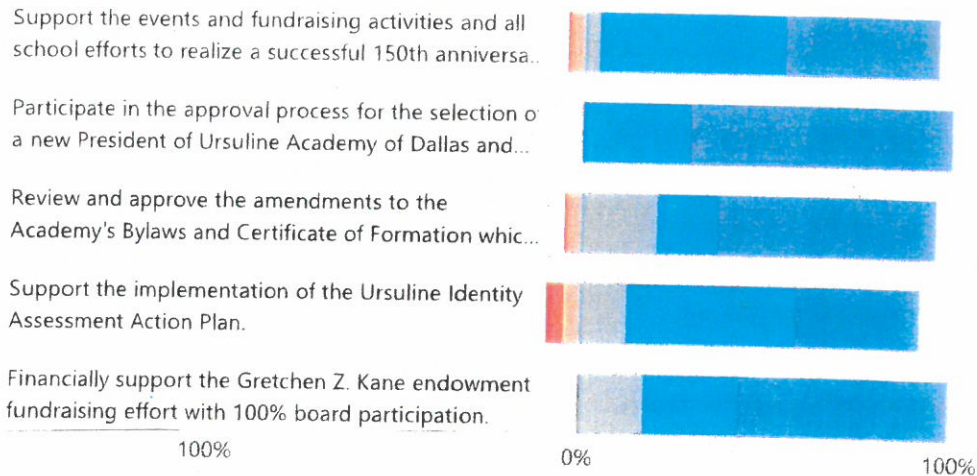


2. To what extent has the Board delivered on the following goals/commitments as agreed at the beginning of the 2023-2024 year in the areas/committees noted below?

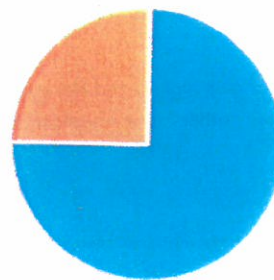
Please evaluate the following GENERAL areas:

- Not at all
- Significantly below expectations
- Slightly below expectations
- Met expectations
- Slightly exceeded expectations
- Significantly exceeded expectations



### 3. Overall Board Performance

- Exceeded Expectations 18
- Met Expectations 6
- Below Expectations 0



#### 4. Please evaluate each statement concerning the performance of the Board during this past school year.

■ Don't Know ■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree



#### 5. Please evaluate your participation on the Board during this past school year.

■ Don't Know ■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree



**If you attended any Ursuline sponsored events or activities (aside from board meetings), please list here – 20 responses**

Luncheon Presidents Dinner

Attended almost all Ursuline sponsored events.

East Campus dedication, Basketball game, Mardi Gras, Alumnae luncheon, President's Dinner, Meeting with Pena consulting.

Blessing of the new building; mass celebrating 150 years; mardi gras; easter egg hunt

Presidents Dinner, 150 celebration

too many to list :)

I was able to come in town to attend the 150th Celebration in September

Cross country meets, UA 150 Mass and Celebration in Sept., varsity volleyball game, JV basketball game, MG Gala, Alum Crawfish Boil, Giving Smart 101

Alumnae Board Luncheon, Sesquicentennial Kick-Off, Sesquicentennial All-Community Mass, Memorial Mass, 150th Gala, Merici Event, Alumnae Luncheon

150th Gala, Presidents Circle Dinner

Presidents Award Dinner and Roast (certainly other events)

Yes, alumnae day tour

150th kickoff and luncheon, Christmas reception, All Community Mass, President Search Committee

None

Mardi Gras & Crawfish Boil

150th sesquicentennial event (building dedication and celebration after); Christmas reception; Black history month panel; UA alumnae day; presidents circle dinner; not sure if I should add search committee-that may be in the scope of board meetings

Start of school reception for East Campus, School Gala, President's Circle Dinner

Catholic Charities (invite from Ursuline), Gala, Celebration Mass,

150th anniversary celebration

Gala, President's Dinner



**If you have any comments related to committees on which you served, please comment here. – 15 responses**

I served on the finance committee. It functions very well, is organized, and I felt like I contributed something (though the needs are not huge because the finance function operates well).

I feel like the Development Dept could maybe step it up, I don't feel like we are doing the best job communicating and I do not feel the dept communicates well within its own department

I think the Trusteeship committee works really well together and focus on the future of the board by providing potential candidates

Belinda G-A has been such a strong leader of the C&I Committee. I appreciate how she composed the committee with a mix of BoT members, young alumnae, and school staff.

I do not serve on any committees but am happy to help in any way needed.

Was not on a committee this year

All the Committee Chairs did an excellent job this year. A special thanks to Kara Gehan for running an extensive and comprehensive President Search process.

Community & Inclusion committee meets regularly, engages staff & faculty who have positions that impact the culture of the school, hears from students and alumnae on areas of focus, and makes suggestions to Director of C&I on initiatives being considered or implemented

C&I was a wonderful committee. It was truly a pleasure working with the committee members and the meetings were entertaining & enlightening.

Belinda did such a great job navigating and working this committee. We had consistent engagement from other committee members and have explored going deeper in C&I meaning. Kudos!

I have just been appointed to the Development committee and have not as yet attended my first meeting.

We as board members are fortunate to have talented leadership in Gretchen, Andi, Jim and others to ensure Ursuline is on track. Makes the governance role more strategic and less tactical.

I love the people on the Development committee. Laura Fox has made a huge contribution chairing the committee.

The Finance Committee does a good job of fiscal oversight and focusing on the big issues, instead of micromanaging.

Finance Committee has been great, as usual.

## **Please share any comments you may wish to make to enhance Board performance in the future. – 10 responses**

Looking forward to a woman at the helm

I hope it continues in its spirit and strength

Could the Board consider having an Angela retreat? Even if it is just one full day?

Board support and engagement during Andi's initial year as President will be critical to her getting off to a good start and establishing a strong foundation.

Just as we have a detailed presentation by faculty on differing aspects of the school (e.g., admissions, global, athletics), it may be helpful to do something similar with the various board committees (i.e., 15 min strategic focus presentation). This will allow more members of the Board (beyond committee Chairs) to speak during meetings and enable us all to learn more about what is being worked on by each committee

This board operates very effectively and was very interested and involved in presentations by school personnel. I think Jon does a very good job of keeping the meeting on track.

This first year was great!

Not quite experienced enough with my time on the board to make this assessment at this time

N/A

This is a very well-functioning and committed Board!

## **How do you keep our school's Catholic/Ursuline mission and identity central to making decisions in your role as a trustee? – 21 responses**

I spend time preparing for trust meetings and finance committee meetings so I can prepare properly and understand the unique nature of the school and its activities.

My decisions are made by Faith and that is a big part of the Catholic mission for which I am very proud of

We are very fortunate to have a clear Catholic/Ursuline identity, mission statement and set of core values which form the foundation upon which we make decisions and plan for the future.

Personal reflection on the mission and a conscious check of the mission when making decisions.

I believe we as a board are focused on this as we conduct the business

It is always important when thinking about any decisions the long term impacts are in alignment with our mission.

In all ways - it's a key part of my job

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.

I pray every day for Ursuline, for our administration and our teachers, and for our students. I ensured, during the president search, that our new president would be a Catholic woman of deep faith and strong familiarity with the Sisters and the Ursuline mission. I typically follow up on Karen Mortillaro's lessons about St. Angela with additional reading and prayer.

Keeping the teachings of St. Angela in mind, and focusing on how any decision will impact the students and faculty.

As a Deacon, I try to raise issues regarding spirituality

Reviewing it before every board meeting

Keeping the school's long-term mission front of mind is important.

I reflect on to the school's mission and the C&I vision and think about how our decisions advance these items, both in reality and in perception

The mission/prayer presentations at the beginning of the meeting are very helpful.

one of the quotes that I rely on heavily is from Angela Merici "If according to times and needs you should be obliged to make fresh rules and change current things, do it with prudence and good advice." With this role, I try to take that in good form, along with the centrality of serviam.

I try to make my decisions as a trustee always based on what I feel will benefit Ursuline and its students best on all levels, especially those dealing directly with Ursuline's mission of intellectual, spiritual, serviam and community growth

I think the opening prayers, the President's and Principal's reports, and the discussion on the Ursuline mission and identity are all useful in staying grounded in the purpose. Not just academic and not just financial, but the whole person. The discussions that ensue with school leadership are great exchanges on challenges, tradeoffs, etc that we may not always be aware of without the dialogue.

I try to ensure that any of my decisions are consistent with the values, principle, and teachings of Ursuline Academy. I also reflect on how my decisions will impact the spiritual and moral development of students within the context of the Catholic/Ursuline mission.

While I am not Catholic, I believe strongly in the virtue of Serviam and I see it reflected in the way the Board operates and makes decisions.

The mission is at the bottom of every agenda.



## **What aspects of mission formation offered to the board this year have you found most helpful? – 16 responses**

I think the whole experience is very well done and always incorporates the mission in all of its deliberations.

I have loved the reflections on the life of St. Angela presented at each board meeting.

I appreciated the journey we took this year through St Angela's life in prayer. I think it was a good reminder of the mission and identity.

having a member of staff report at each meeting has been very helpful; the opening prayers focused on Angela are wonderful

Karen's prayers help us all learn more about St. Angela

As I have led all mission formation during the year, I look forward to seeing what others have valued so I can plan for next year.

The prayers Karen Mortillaro offers, learning more about the school by engaging in the various board presentations such as Jessica Bailey's April presentation

We are so fortunate to have a faith element to begin every meeting, which puts us in the right mindset for our work.

Unsure

We had a tight schedule this year, but I appreciated Karen Mortillaro's prayers and reflections. Also Gretchen's updates on UEF and UIA.

Reflecting on the words and thoughts of St. Angela as we began each Board meeting

The presentation in April.

I've really enjoyed our prayers and the context before.

The board seems very committed to the present and future health of Ursuline, financially and academically and in maintaining and enhancing Ursuline's physical facilities.

Communication through the board is what I found most helpful. All communication is clear and transparent. Especially when the search committee was given the task of choosing a new President for Ursuline.

I enjoyed learning more about Sister Angela this year.

## **Please share any governance or mission formation you feel could be helpful to the board in the coming year. – 9 responses**

I enjoyed Trustee day at school in the past

Ensure new leadership has all resources and support needed to continue the strong functioning of the Board

I believe a board retreat with time spent exploring our Catholic and Ursuline identity can always deepen a board's understanding of the mission.

It would be good to have a refresher of the Strategic Plan as we dive into the year with Andi.

alot of work is done in the Executive Committee, some times board members are a bit after the fact

I think Trustee day (every other year) is a great event to give trustees an opportunity to view the school, faculty, and students in action. Continued updates on UEF will be important.

No advice at this earlier tenure in my board service.

As we understand more about the governance model as it moves away from the Sisters, I will be interested in learnings any other schools have faced

N/A

## **Please add any other comments – 11 responses**

Thanks for the opportunity to serve. I can do more to help if needed.

I have been truly fortunate to be President of a school with a governing board that is supportive and reflects best practices in its way of proceeding

I am grateful for the supportive nature of this Board and for the clear commitment to the Ursuline mission and our success.

Thanks so much to Jon and to the other outgoing board members.

This board is comprised of amazing, professional people who care deeply about Ursuline. It's a pleasure to be on this board. I will miss Gretchen and can't thank her enough for her strong leadership over the past twelve years!

The 150th anniversary events have been well-planned and well-attended. This process for submitting the board evaluation works well and is easy to do. Thank you

I think the meetings have been run exceptionally well. Despite having a large number of important



items, in addition to our regular agenda items, I felt that the meetings were organized & run very smoothly. Job well done, Executive Board!

I think the meetings have been run exceptionally well. Despite having a large number of important items, in addition to our regular agenda items, I felt that the meetings were organized & run very smoothly. Job well done, Executive Board!

I find this board to be extremely talented, diverse, professional and committed to Ursuline, its students and its mission.

Great board because great school leadership. Grateful for Gretchen's vision and leadership, and excited for Andi's opportunity for this next chapter for Ursuline

N/A

I strongly encourage the Board to consider increasing the maximum percentage of financial aid (currently 55%). While I know that Jim does a good job of responding to individual family requests for reconsideration, I believe that the arbitrary maximum is preventing some great students from considering Ursuline. Financial diversity is just as important and racial diversity.

