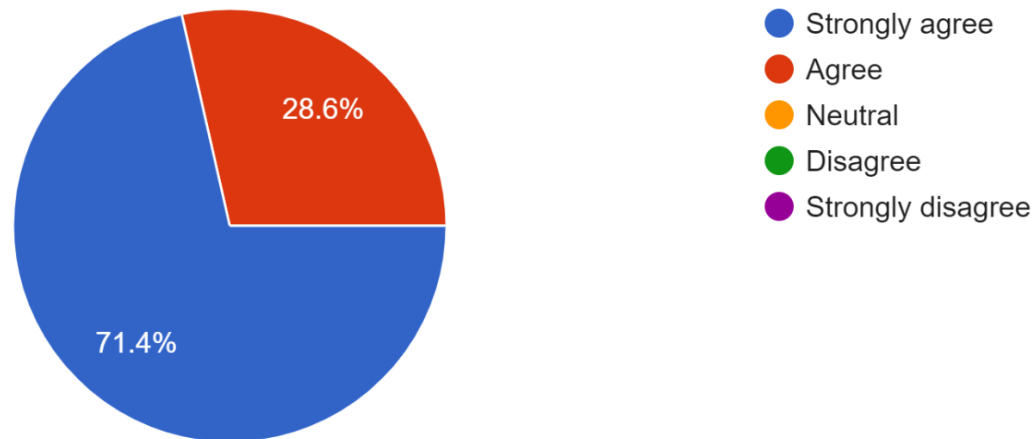


23/24 Board Self Evaluation
Ursuline Academy - St. Louis



The number of Trustee meetings and length of meetings is satisfactory.

7 responses



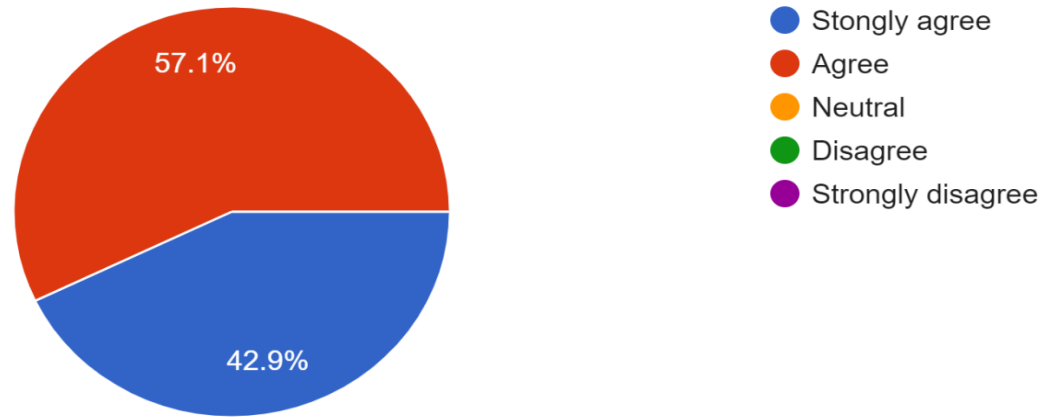
Comments:

Sometimes seems like we spend an inordinate amount of time talking about correct procedures. Perhaps would be helpful to have a document summarizing procedures needed for typical meetings and update/distribute it at the start of each year.

As long as everyone does as well as we do with attendance, we have a good number.

The written materials sent out in advance of our meetings are informative and sufficient to enable me to do my job as a Trustee.

7 responses



Comments:

Lately we haven't had as much, but we have had enough. I wish they could get out a bit earlier as I like having more time to get through them.

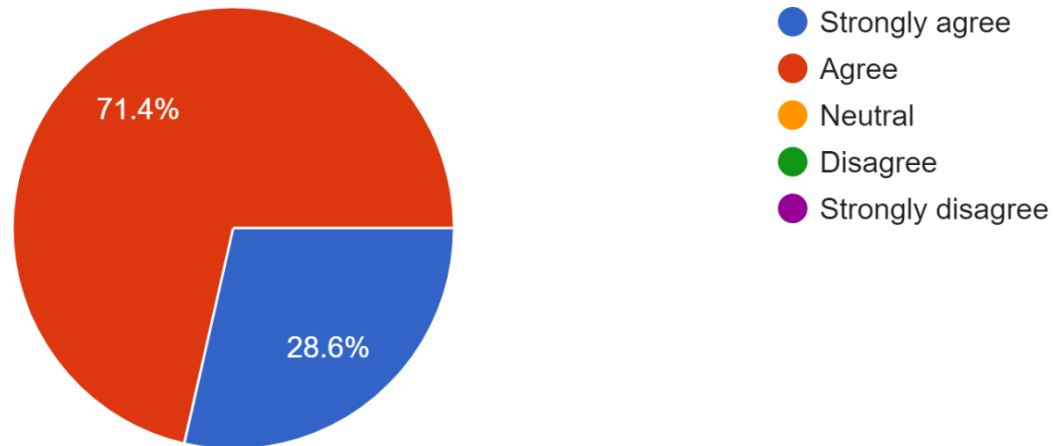
It helps to have the docs on Monday prior to meeting. It would be great to have the docs in a portal to access in advance and during the meeting.

I would appreciate if all the electronic materials when sent are all either in landscape or portrait mode. Sometimes the pdf that is put together has documents facing the wrong way so if you are trying to be eco friendly and not print things you have to turn your laptop sideways to read it or press the rotate button and then press it again to see the next page.

Seems silly I am writing this, but let's make it easy to review the board packet for all!

Our meetings have the correct mix of committee reports and discussion.

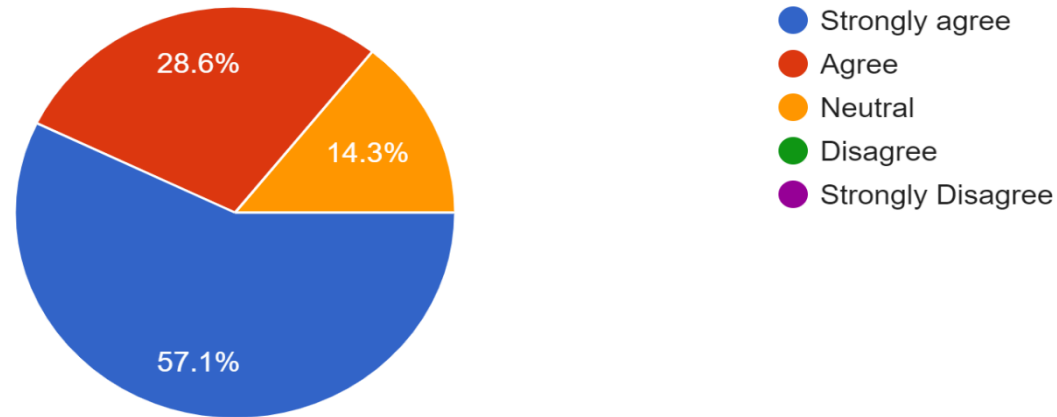
7 responses



Comments: and laughter!

We're focused on the right issues/topics.

7 responses



Comments:

Our work was laid out for us by the long range planning we had done.

This was a good year for challenging and strategic discussions

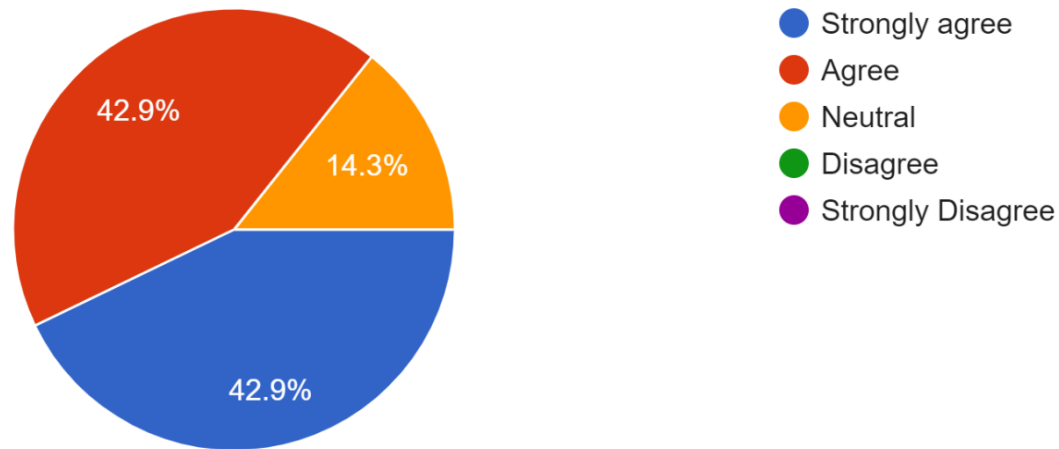
i think more time could have been spent on the campaign this year as it has really stalled.

although i know we were focused on Finances for a number of the meetings. before the campaign started, we had a guest speaker come in who recommended more board involvement in reaching out to prospective donors. what happened to that recommendation

I think the finance issues brought up at the end of the year could have been presented earlier in the year with more detail even if options had not been decided yet.

The Board's decision making process works well.

7 responses



Comments:

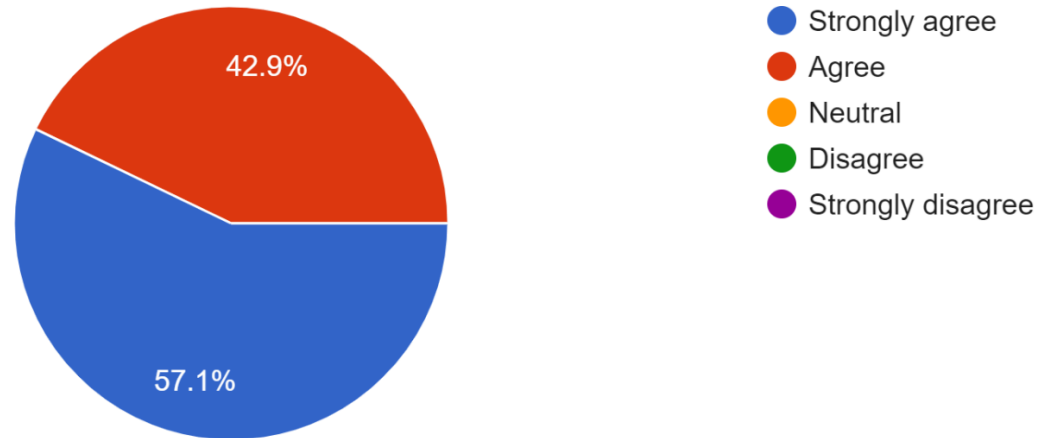
Sometimes it feels like a bit of a "group think" rather than independent decision making.

I believe the decision making process is strong for items that require attention throughout the year. I hope we can return to a more deliberate process when it comes to electing the executive committee as we did a few years ago.

It is open and transparent.

I have a clear understanding of what is expected of me as a Trustee.

7 responses



Comments:

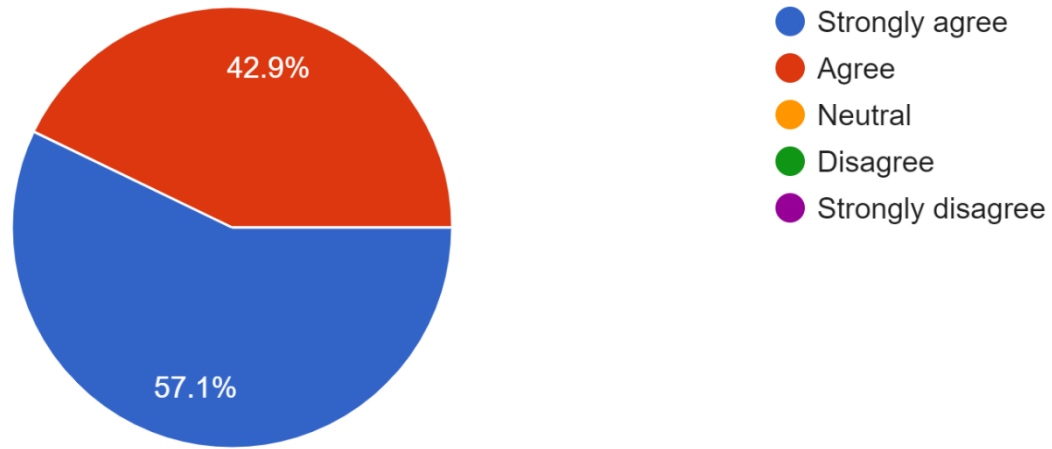
The level of financial contribution expected was NOT communicated up front but all other expectations were and are still clear....as far as I know. Haha.

And at my age I am glad that the expectations are gentle.

I think we have opportunity to continue to challenge the board to help with advancement.

I've had the chance to contribute in a way that is meaningful to me.

7 responses

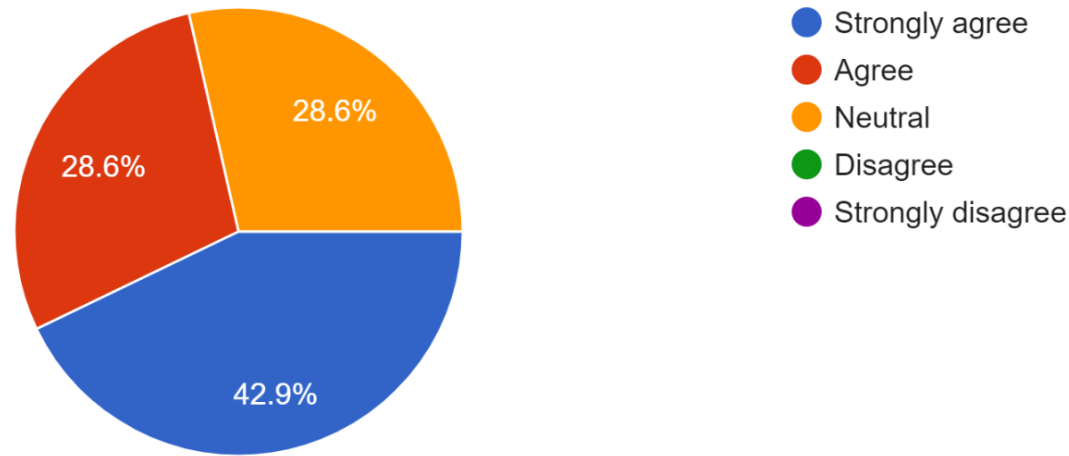


Comments:

I like this question!

My committee had clearly defined goals and accomplished its tasks and objectives for the year.

7 responses



Comments:

I am a member of the Mission Committee but I do not believe we have had a meeting this year.

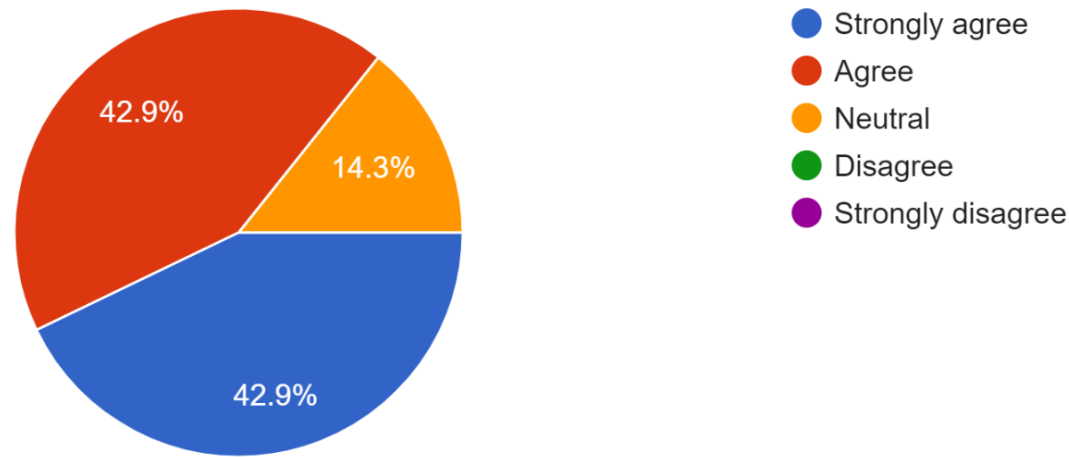
And committee members really took a share!

It was a rebuilding year for the Advancement committee

The finance committee doesn't really have goals per say, but we certainly accomplished a great deal this year.

I am on the committee where I can make my best contribution.

7 responses



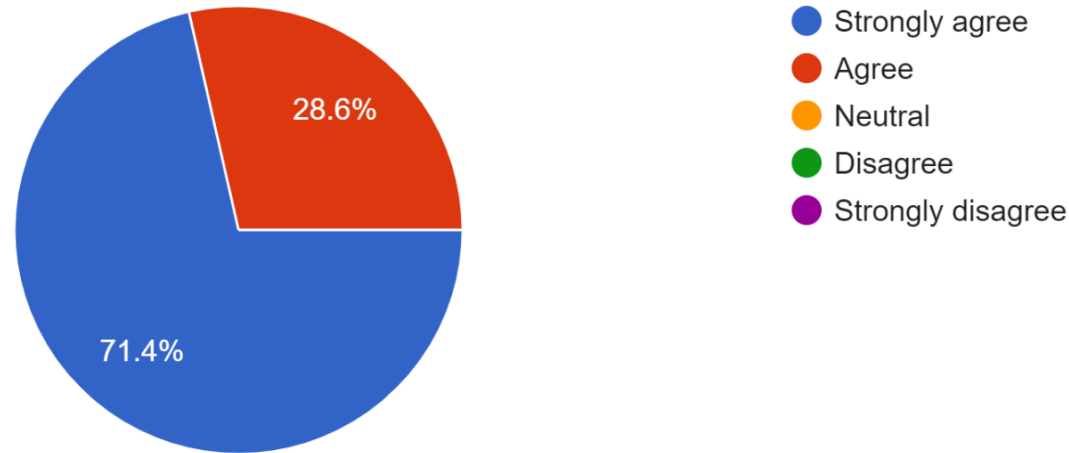
Comments:

I feel I can make the best contribution on the Mission Committee but I am not sure what my role is on the committee based on the couple of times we met last year. I am happy to contribute in any way and to be on any other committee needed.

I think for now this is good and this is my last year of a fourth term.

I'm clear on tangible ways that I can be involved to support Ursuline Academy (activities, expertise, financial support, etc.)

7 responses



Comments:

I think I know what I am able to do to help.

Is there additional information that would be of interest to you or help in your role as an ambassador of Ursuline Academy?

none that I can think of.

No, I actually speak of UA St. Louis and other schools often as I am on a plane and the person next to me asks why I am traveling. When I say what I do they either know of Ursuline and we begin talking about the school and the worldwide community or they have never heard of it and I get to be an ambassador!

For now I get enough, thank you.

No, it has been a pleasure to serve.

No

I'd like to see better swag to wear to support UA. Most/all of the men's wear is not very attractive.

No

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

I believe my role as a trustee is to do what is necessary to keep the school alive and growing. I keep the Ursuline mission in mind by doing this while embodying Serviam and trying to be an inspiring leader.

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 and help keep the schools and boards connected to one another.

It is now one of my only outreaches, and it is easy to keep it central. I try to come to everything that I can -- Masses, Open House, Graduation, Ursuline Events.

By focusing on St Angela and with the help of the Mission Committee

As chair of the finance committee, it is pertinent that we find a way to provide an affordable catholic education for these young women and provide grants and scholarships when appropriate while generating enough revenue to cover expenses.

Staff and the Board do a great job of prayer and reflection at the beginning of each meeting. I really appreciate that.

I believe being involved in all possible ways (attending events, fundraisers, etc.), connecting with alums, parents, and faculty/staff, understanding the UA Mission/Graduate Profile and living in Servium daily helps me understand the mission and needs of Ursuline. I keep all the above in focus when voting on decisions as a board member.

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

not sure how to answer this.

The prayers Joni leads help to center us and I think having members of the school community present to the board has been helpful to keep us focused on the importance of the mission.

I think I had to miss a key one this year with the Province Chapter, but I have appreciated the presentations at most of the meetings by students and staff members about aspects of Ursuline's programs, the prayers prepared by Joanie Mullen, and the responses to visitations and evaluations.

I really enjoy the prayer before meeting and the presentations that Ms Mullin provides

N/A

Not really sure.

I find Joni's reflections on St Angela at the beginning of each meeting extremely helpful to remind us on our founder and her intention. I also find it help occasionally hearing from the girls and their great accomplishments. This helps us keep our goals and who we are serving for front and center.

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

mentioned already maybe a single review of procedures or document issuance each year to avoid losing time in meetings discussing correct procedures.

It was unfortunate that the board retreat had to be canceled. I hope it can be something we can do every year even if the date needs to be rescheduled. I believe there is great value in time spent together on both mission and governance formation.

I would enjoy something other than a working retreat, something that deals with my faith and how we share it. I think we could afford the time to devote a bit more substantial piece of at least one board meeting to our faith life and how it comes with us into these meetings.

I think a high level review of the bi-laws would be helpful.

N/A

Probably should have a succession plan for the executive committee.

I believe reminding all current board members at beginning of the year the mission of the school, graduate profile, and the purpose and goals of the board (strategic vs operational) would help everyone keep the board's purpose and focus front of mind.

What should the Board emphasize next year? Is there a topic or issue that you feel the Board could be more engaged in for the benefit of the Academy?

no ideas at this time

I think the board is doing a very good job at focusing on the correct topics. With the change in the property agreement and looking forward to the repayment starting again in two years, it will be vital that the school is in the position to begin those payments. Anything the board can do to assist in that movement forward will be beneficial.

I wish we could focus on doing something concrete to let the employees know how much we appreciate them, how much we value their input into things. I wish that they could feel what the students feel about belonging. I see hopeful signs of it coming here and there.

We really need to focus on the campaign, the boards role, board training for telling their UA story and be specific and direct about what is needed from the full board. I believe Allison can help with this.

capital campaign involvement and brainstorming on enrollment ideas

I think we should consider focus on our extensive alumni list and come up with a long term planned giving strategic plan. We need to get the endowment for both scholarships and general fund to grow at a faster rate.

The feedback from our review from the Ursulines earlier this year seemed to show some dissatisfaction from the teachers. I think it would be good for the board to understand how this is being handled in more detail to help retain the best teaching staff. I understand this borders on operational but also strategic if we don't have a solid plan to retain the best teachers.

Is there anything else that you would like to share?

None

I enjoy being a part of this board! I feel trustees collaborate and communicate effectively and respect one another's views and strengths.

I have enjoyed my work with this board, the spirit we have together, and the way our input is sought and valued. I appreciate efforts that have been made at being more transparent and that we are informed and updated as things develop, that we have a clear picture of what a number of the issues are in terms of finance and enrollment, and that progress is being made with enrollment and belonging. I think we are all aware of how serious our financial issues are and how much hangs on resolving them.

Thank you for allowing me to serve.

Thank you for allowing me to serve for the past 6 years. I will remain involved in the finance committee with the hopes to continue to implement what we put together in order to right the ship from a financial standpoint.

I thought staff did a great job keeping us informed. i think Deb and the executive board were fantastic.

N/a