

VIS Board Goals 2022-2023

Discussion document

24 May 2022 Revised 10 September 2022

1. Background and approach

The VIS Board of Directors (BOD) sets goals each year that it wants to achieve. This goal-setting helps ensure that the BOD and Leadership Team are aligned and that the necessary synergies are created. At the end of each Board term, the Board self-evaluation is carried out against these goals (and other issues, such as the BOD/LT relationship, etc.) and lessons are drawn.

The setting of annual Board goals involves several steps:

- Review the VIS Strategic Plan and decide on focus for each year;
- Consult within Committees and Task Forces to identify other issues;
- Discuss with HOS and EXCO to align on priorities; and
- Hold a BOD discussion on the topic and finalise/agree on goals for the year.

The new VIS Strategic Plan (2022-2027) has several sections for which the BOD is responsible. These are listed in the Annex to this document.

2. Committee and Task Force feedback

The Governance, Facilities, and Finance Committee Chairs are tabling the following goals for consideration:

Governance

- See through the modernization of the VIS Statute to ensure it is fit for purpose and in line with Maltese law and non-profit best practices;
- Integrate student perspectives into governance through increased interaction between Board & student reps; and
- Support establishment of PTO to enhance community engagement.

Facilities

- Achieve Eco Schools Status by end of academic year 2023;
- Amend our practices with regards to cleaning materials used (organic, biological) throughout all areas of the school; and
- Develop a working and usable gardening space in ES/MS.
- Apply an ECO promise to the facilities development process.

Finance

- Maintain annual budgeting exercise;
- Begin process to explore alternative fundraising for the school; and
- Strengthen cost-control for the school.

3. Integrated Board goals for 2022-2023

Considering these priorities and the Strategic Plan goals for 2022-2023, the following BOD goals should be considered and discussed:

1. See through the modernization of the VIS Statute to ensure it is fit for purpose and in line with Maltese law and non-profit best practices. Specific goal: Deliver 2nd tranche of Statute amendments through AGM '23.
2. Integrate student perspectives into governance through increased interaction between Board & student representatives. Specific goal: Board to invite student representatives to attend Board meetings on particular issues meeting at least once a year.
3. Support establishment of PTSO to enhance community engagement. Specific goal: Explore options for revitalising a PTSO & make recommendations (incl. implementation timeline & resource implications) to Board.
4. Board away-day with experts to set strategic direction, (consider VIS brand, values & marketing strategy) before tasking new Communications & Marketing Task Force (CMTF).
5. Explore options for Masterplan building to include well-being & eco-friendly facilities (Years 1-5). Specific goals: Develop and implement a Board ECO promise for the facilities development process.
6. Carry out and conclude the Annual Budgeting process.
7. Explore increase in IT expenditure to bring in line with common practice at other international schools.
8. Work with the guidelines provided by Governance, analyse and create a plan to maximize the use of any financial inputs (Y1-5).
9. Strengthen the VIS Cost Control Process.

4. Next steps

The next steps are to discuss and agree the Board goals in the September 2022 Board Meeting.

Annex: Strategic Plan (2022-2027) elements assigned to BOD

Nurture everyone's well-being

1. Foster a holistic approach that values physical, mental and environmental well-being

1.4. Explore options for Masterplan building to include well-being & eco-friendly facilities (Yrs 1-5)

3. Living by our values - enhancing our understanding of diversity and positive social interaction

3.1. Review our wellbeing policy chapter

Meet our environmental responsibility

2. Maintain and upgrade the current facilities with short-term and long-term planning

2.2. An annual audit will be conducted to identify areas of required development - Principals to offer final requests for summer works on a yearly basis. We will ensure that the requested works will be balanced across the divisions as to not let any areas slip through the gaps.

3. Continue along the Facilities Roadmap; building an additional Classroom/Performance Studio Block followed by a STEAM Block by MS

3.1. Commencement and conclusion of the new building - completion in time for 2024 scholastic year.

3.2. STEAM block to be designed and built (from 2024 onwards)

Foster inclusive governance and community engagement

1. Ensure the School's Statutes are fit for the 21st century, reflects School's values, and is in line with current Maltese law and best practice for non-profit Foundations.

1.1. Deliver 2nd tranche of Statute amendments through AGM '23

2. To review and refresh the School's communications and marketing strategy to ensure it reflects the School's values and vision - projecting our international and local brand, whilst promoting integrated and effective communication to all VIS stakeholders.

2.1. Board away-day with experts to set strategic direction, (consider VIS brand, values & marketing strategy) before tasking new Communications & Marketing Task Force (CMTF)

2.2. Set up CMTF of qualified community members to i.a. drive implementation of Board agreed strategic direction; draw up ToRs for comms & marketing audit; make recommendations to Board for action (incl. implementation timeline & resource implications) (Y1-5)

2.3 Recruit VIS Advancement Officer to i.a. drive marketing campaign; build & leverage alumni network (2023 onwards)

2.4 Carry out rebranding exercise, incl. new website (2023 onwards)

2.5 Mark VIS 50th anniversary [2026-2027]

3. To enhance community engagement through a range of partnerships and opportunities in order to draw on the diversity within our community and strengthen further our governance.

3.1 Explore options for revitalising a PTO & make recommendations (incl. implementation timeline & resource implications) to Board

3.2 Establish new PTO in line with agreed recommendations & on basis of sufficient Community volunteers to run it (2023-24)

3.3 Design 1-pager 'get involved' handout to include in admission/ start of school packs setting out ways parents can engage (Y1)

3.4 Board to invite student representatives to attend Board meetings on particular issues meeting at least once a year

3.5 Review Annual Community Survey Format & Analysis mechanism (2023-24)

Enhance IT integration

1. Leadership & Policy: Ensure school infrastructure, finances, personnel, and systems are in place that provide solid foundations for an ambitious technology programme

1.3. Explore increase in IT expenditure to bring in line with common practice at other international schools

1.4. Review IT Vision & Mission (2024-25)

Ensure financial sustainability

1. Annual budget

1.1. Conduct annual budgeting exercise

2. Alternative funding sources

2.1. Working with the guidelines provided by Governance, analyze and create a plan to maximize the use of any financial inputs (Y1-5);

2.2. Mobilize support from Alumni (2025 onwards)

3. Cost control

3.1. Strengthen Cost Control Process

4. Support other strands of Strategic Plan

4.1. Governance/marketing (including new website) (2024-onwards)

4.2. Teaching and learning literacy consultant

4.3. IT integration

4.4. Maintain financial commitment to SP 2022-2027