**EEA 536(1)**

**School Finance & Operations (Nadine/Darla)**

* **Evidence of Vision/Values 20/20**

**underpinning decisions**

Evidence that the collaborative process is in place regarding communicating the message with a focus on values and beliefs.

Acknowledgement that the process is not easy and deep understanding and trust is required, this is not as easy when certain decisions are centralized.

Very well done in this section, you spent time to ensure that factors of success were student focused.

* **Demonstrated understanding of school**

**finance & operations 30/30**

You have detailed the staff changes and associated budgets to account for the shortfalls in the bad news budget scenario.

You focused on the implementation of the new curriculum and the need for the learning resources.

You have the command of the budgeting software to manipulate staffing and associated budgets.

Variance in the budget was fixed to come out at zero.

* **Demonstrated understanding of the**

**issues and organizational thinking 28/30**

You addressed the issue of communication with all parties and the importance of letting all stakeholders be aware of the decision you needed to make.

You used research around absenteeism to show a correlation between absenteeism and drop out rate, however the evidence is around drop out rate, did you infer that this was because of absenteeism?

Remember you can not spend out of the special allocated by principal.

* **Creative problem solving 10/10**

You solved a lot of the issues by communicating honestly and openly about the plan. Fair is not necessarily equal and you focused on the needs of the school. You creatively brought your variance back to zero.

This is not an easy task and I am sure you wrestled with some of the decisions you made, overall it looks like the decisions were equitable and thought out. I also liked that you did not infer judgement but instead potential for change. This is important in the message because best laid plans sometimes do not work.

* **Managing the message 10/10**

Clearly this is the key to the assignment, you can always find a way to bring the variance to zero, the more important task is to communicate in a logical fashion the decisions made and why. You added research to your argument which was noted.

Each of the three groups were addressed and you anticipated that reactions would be a challenge. For the most part you stuck to the strategic plan as a way to defend your decisions.. Very well done.

98/**100**