

Minutes of the Open Session of the BMIS Board meeting held on 27th November 2018

Present:

D. Pinto	DP	Chairman
M. Nambiar	MN	Board Member
J. Lebede	JL	Board Member
G. Bizzaro	GB	Board Member
E. Jangale	EJ	Board Member
E. Moyo	EM	Board Member
S. Stapleton	SS	Board Member
N. Bishop	NB	Director
J. Johnson	JJ	Primary Head
O. Williams	OW	Secondary Head
W. Horea	WH	Business Manager

Absent

M. Pickard	MP	Board Member
C. Kapyepye	CK	Board Member

Time	Agenda Item	Minutes
6.31 (2)	Welcome	DP welcomed all present.
6.33 (5)	Approval of Agenda and minutes of previous meeting	Agenda was presented and adopted unanimously. DP proposed and GB seconded the approval of the Minutes of the meeting of the Open Session held on 30 th October 2018. Minutes were therefore taken as read.
6.38 (40)	Matters arising from previous meeting: <ul style="list-style-type: none"> Land Ownership 	JL noted that the issue of land ownership which was discussed in the previous meeting had not been minuted. DP explained that board discussions on the issue had been happening for the past 20 years or so. Different boards have tried to address it in different ways. The school does

	<ul style="list-style-type: none"> • Security: USI guards vs BMIS recruited guards • ISA Testing 	<p>not have legal title to the land on which the school stands. The main point of discussion has been to try and establish exactly what the impact to the school is of having or not having title to the land. On the positive side, the title deeds can be used as collateral to get loans for development. The down side, which is quite complex, is that the Act of Parliament that made the school a part of the designated schools Board/Trust never went through. However, to try and mitigate that, and in order for the school to be able to get money for development, the school bought a piece of land in Area 3/9 on which it intends to build some teacher housing. Eventually, as our assets grow, the school will be able to use this property as collateral. DP noted that so far, the absence of title deeds has not impacted the school except when there has been a need to get a loan for a developmental project.</p> <p>Updating the Board on the issue of USI guards, NB reported that he had a fairly frank and blunt meeting with USI on the issues the school is facing. Taking the board's advice NB went back USI for further discussions which involved Willy, Chikondi and the Security Officer. The objective was to put the pressure back on USI to see what more they could do to make BMIS a better and more preferable location for their workers. USI have, since the meeting, put in new uniforms and are providing meals for the guards. The issues of incentivisation, bonuses and penalties to bonuses were also discussed. They are yet to come back on how that bonus scheme will work whether there will be a financial burden for all the things that they are putting in place. USI have seen what happens with their guards and have acknowledged their short comings. They do recognise that they have to make some drastic improvements in order to keep the contract. The school has not engaged with Pro-telligent yet.</p> <p>NB provided a brief background on the ISA Testing and explained that in the long run it would be better to replace it with a completely different scheme called MAP Testing. Apart from costing less, MAP Testing offers lots of other opportunities including the possibility of being done multiple times in a year, and that continued improvements are easily monitored. MAP Testing can also be rolled out for entrance</p>
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		<p>assessments so that new students coming in are being assessed against exact same criteria as existing children therefore giving a better benchmark for their starting place.</p> <p>NB noted that although the potential danger of changing testing schemes is that all of the data that has been accumulated through ISA Testing would not be relevant, there is an opportunity to carry out both schemes concurrently. MAP Testing has a 24 hour turnaround of the data, so it will be fast feedback and teachers will be able to see the reports and see if that makes sense before phasing out ISA Testing completely. NB noted that the advantages that come with rolling out the MAP Testing outweigh the ISA Testing especially that despite putting a lot of effort in the scheme it is not known whether we are getting its full value.</p>
7.18 (45)	<p>Director's Report</p> <ul style="list-style-type: none"> • Staffing and Recruitment Update • Curriculum Information 	<p>NB reported that it is now confirmed that Eloïse, currently working at the Harare International School and reported in the minutes of the previous meeting as a prospective candidate to take over JJ's position, will be joining the school in August. Eloïse will visit BMIS in January. Arrangements have been made with Janette so that she can start doing handovers. Janette has had contact with Eloïse already and they have been communicating. Eloïse will visit in January and again around March/April.</p> <p>DP asked if there had been any other disappointments among teachers who probably expected to take over the position. NB explained that there was one internal application and he had explained at the point of application that there was no guarantee that the application would result in interview or appointment.</p> <p>NB reported that staffing and recruitment was going well. There was still about half a dozen unknown who have got until the Christmas break to decide if they are coming back. He noted that overall, the numbers are quite good. He said he already had six of the positions filled and a couple others in the pipeline.</p> <p>NB explained that following on to the discussion at the previous board meeting where the conversation had</p>

	<p>and Discussion</p> <p>focused around learning and trying to look at alternative ways of organising the Secondary curriculum, Business Studies was thought to be a better fit for more of our students. OW had since been looking at which options and which blocks are best going to suit the majority of our students. Consequently, two subjects, Business Studies and Global Politics will be offered in Group three (formerly Humanities and now called Individuals and Society) which currently has History, Geography and Economics). Global Politics will also be offered in Group six together with Chemistry and Visual Arts, replacing ITGS and Theatre. The reduction of subjects will increase the sizes of classes but popular with teachers as it encourages debate and conversation among students. OW noted that the good thing about Global Politics is that the interesting parts of Economics and Geography are also included.</p> <p>NB noted that one of the questions that people may have is whether these changes will impact student choices at university. OW explained that a lot of research had been done on this and it had been concluded that a student just needs points to get into degrees that are in their chosen fields. That is to say that a student does not need Economics in IB in order to study Economics at university.</p> <ul style="list-style-type: none"> • Heads Council <p>NB announced his election to serve on the IB Heads' Council. He noted that this has brought about world recognition of BMIS looking at the number of people that are coming forward saying they had heard such good things about the school. He explained that there was an additional burden on what he has already been doing at NEASC and AISA and he is aware that he needs to manage that time. He thanked the board for its continued support. The board congratulated NB for this new appointment and the benefits that comes with it for BMIS.</p>	
8.03 (3)	Head of Primary's Additional Report	Report was taken as read.
8.06 (3)	Head of Secondary's Additional Report	Report was taken as read.
8.09 (2)	Business Manager's report	Report was taken as read.

8.11	Date of next meeting	The meeting closed at 8.11 pm. The next meeting will be held on 29 th January 2018 at 6.30pm in the School Library.
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Signed:.....

Date:.....