

11 June 2024

Dear Marist College Ashgrove Community

Marist Schools Australia is strongly committed to highly effective leadership and governance monitored through systemic and well-planned review processes. That is why I am writing to provide information regarding the upcoming four-yearly Performance Review of the Head of College, Mr Michael Newman.

Every Principal in each of our governed schools, throughout the period of their contract, is involved in processes of professional review which serve accountability purposes as well as ongoing professional growth. This includes a Summative Review, which is conducted in the fourth year of a Principal's contract. This is Mr Newman's fourth year.

It is important to distinguish between this Summative Review which is externally managed on behalf of the governing authority, Marist Schools Australia, and the recent College Survey conducted by MMG Consultants that forms part of the College's consultative processes. The Summative Review involves an extensive and comprehensive assessment of Mr Newman's performance over the entire contract period. It examines the cumulative impact of his leadership, drawing substantially on key College reports, and feedback from representatives of the College community. It will be conducted by a panel of independent, external educational professionals appointed by Marist Schools Australia. Importantly the Summative Review will utilise the Australian Institute for Teaching and School Leadership (ATSIL) 360 Degree Reflection Tool which is considered best practice across all education sectors nationally.

Parents and staff members will have the opportunity to complete a confidential survey on Mr Newman's leadership of Marist College Ashgrove early in Term 3. As well, key College stakeholder groups will be invited to participate in an interview or focus group session. This will include leadership of stakeholder groups such as the College Foundation, Old Boys' Association and College Advisory Council and others. A random sample of parents, students and staff will also be invited to participate in structured interviews or focus group sessions with a member of the review panel.

**Address**

142 Frasers Road  
ASHGROVE QLD 4060  
PO Box 273  
ASHGROVE WEST QLD 4060

**Phone**

07 3354 0600

[www.msa.edu.au](http://www.msa.edu.au)

ABN 76 654 014 794



Further information regarding Mr Newman's Summative Review will be provided through the College Newsletter prior to the end of this term.

On behalf of Marist Schools Australia, I encourage you to participate in Mr Newman's Summative Review which serves to affirm achievements, provide feedback on professional growth and inform future College improvement priorities.

Best wishes

A handwritten signature in black ink that reads 'Mark Elliott'.

**Mark Elliott**  
Regional Director  
Queensland, Northern Territory and Northern New South Wales  
Marist Schools Australia