

## Governing Body Development Plan 2018/19



Sir John Hunt



To develop high levels of school governance in order to provide appropriate support and challenge.

### Evidence base and SEF reference:

Governors are kept well informed about the outcomes of school-based monitoring and receive termly reports from the Headteacher and Principal on pupil achievement and the schools' performance and progress against SIP priorities. The Governing Body triangulates the report information by visiting school and talking to staff, parents and children. Governors increase their profile in the school community.

### Strategic Targets:

1. To develop effective governance
2. To raise the profile of the Governing Body across the school community
3. To ensure that Governors have access to clear information to effectively support and challenge the school and college to further improve the quality of teaching and learning

Objectives	Action or Activity Planned (What will be done?)	Who	Timescale	Resources	Impact – Success criteria <b>Not yet started</b> <b>In progress</b> <b>Complete</b>
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### Key objective: To develop effective governance

1 To support new Governors with a high quality induction procedure	Governor mentor allocated to new Governors and to use Induction Policy guidelines.	Govs	Sept 18	Nil	<ul style="list-style-type: none"> <li>• New Governors have a mentor to help them become an effective Governor.</li> </ul>
2 Governors triangulate information reported to them	Governors visit school and College regularly and hold governor afternoons to allow whole school monitoring to take place.	All Govs	Ongoing	School lunches for Governors	<ul style="list-style-type: none"> <li>• Whole school/College monitoring and Governor training events are held 3 times a year.</li> </ul> <p>Learning Point – Review venue for staff and Governors drop in session for next meeting.</p>

3	Encourage all governors to attend governance training following skills audit	Governors to undertake skills audit, reviewed by Chair of Governors and signpost relevant CPD / course opportunities to the governing body.	All Govs	Ongoing		<ul style="list-style-type: none"> <li>Vast majority of audits are being reviewed.</li> <li>Governors sharing outcomes of recent training.</li> </ul>
<b>Key objective: To raise the profile of Governors across the school community</b>						
4	To increase the extent that pupils, parents and staff are committed to the vision of Governors	Use the website to display the annual management plan and this Governor development plan.	Clerk	July 18	Nil	<ul style="list-style-type: none"> <li>The work of the Governing Body is clearly displayed to parents and staff.</li> </ul>
5	To increase your engagement with parents and to determine their ideas for school improvement	Governors use parent events such as assemblies and parents' evenings to meet with parents.  At parent's evenings, Governor drop in stand to meet parents.	Govs	July 18	Nil	<ul style="list-style-type: none"> <li>Governors listen to the views of parents and carers and as a result make changes to their practice.</li> </ul> <p>Learning Point – attend parents events to informally meet with parents. Calendar of events created in advance for Governors.</p>
<b>Key objective: To ensure that Governors have access to clear information to effectively support and challenge the school to further improve the quality of teaching and learning</b>						
6	Plan and evaluate the Standards Groups	SLT and Chair to ensure attendance from governing body, relevant to focus: - Data, Ofsted, Pay Reviews, Governors Days (Disadvantaged).	SLT/ Govs	July 18	Nil	<ul style="list-style-type: none"> <li>Good attendance to Standards Groups.</li> <li>Governors requested training to better understand data.</li> </ul>

7 Governing Body to complete Governor Competency Framework	Governors to attend training session with Karen Powell to undertake modules of Governor Competency Framework.	Govs	Sept 18	Template Framework	<ul style="list-style-type: none"> <li>From training session 21/03/18, Governors to write up their own sections relating to the Competency Framework.</li> <li>Chair to complete draft Governor Competency Framework template.</li> </ul>
8 Governors to be clear where there are strengths and weaknesses and can identify the key performance indicators they need to monitor.	Governors to become more aware of where information about standards is available.	All Govs	July 18	Nil – training only	<ul style="list-style-type: none"> <li>Governors are aware of all the data about school, use benchmarking data effectively and ask challenging questions.</li> <li>Governors to undertake FFT E-Learning using link supplied / training from SJH.</li> </ul>
	Governors to have clear information about the impact of pupil premium and sports premium.	All Govs	July 18	Nil	<ul style="list-style-type: none"> <li>Governors are absolutely clear about the level of sports and pupil premium and its allocation and measured impact.</li> </ul>
9 Following Governor Competency Framework training, amend Governors Development Plan and action recommendations.	Amend Governors Development Plan.	Heads/ CoG	July 18	Nil	<ul style="list-style-type: none"> <li>3 year trends for Headteacher Reports.</li> <li>Create a strategic Plan for Federation and Governors.</li> <li>Create an annual training audit for Governor's future development and plan a training schedule using training dates supplied by Karen Powell.</li> </ul>

## Actions Completed

Support RSC Project – Disadvantage Outcomes	Principal and Chair to be part of RSC Project due to start in September 2018	JBE and CoG	Sept 18	Nil	<ul style="list-style-type: none"> <li>Start date to be confirmed – Bid was not agreed therefore not going ahead.</li> </ul>
Ofsted preparation for governing body	Principal and Chair to support the governing body understand strengths and areas for development of the College.  Diagnostic audit of knowledge and understanding of the Ofsted framework and apply accurately to SJH.	JBE/CoG	April 18	Nil	<ul style="list-style-type: none"> <li>First meeting taken place (Nov).</li> <li>FFT Aspire training for Governors.</li> </ul>
Debrief following Ofsted Report	Debrief of SJH Ofsted Report to Governors.  Governors to take the necessary actions.	JBE/Govs	June 18	Nil	<ul style="list-style-type: none"> <li>Debrief of SJH Ofsted Report given and Governors understand necessary actions.</li> </ul>
Clerk to complete new clerking competencies framework	Clerk to help and support the governing body, clerk to undertake 4 modules of the Clerking Competency Framework.	Clerk	Sept 18	Attend training sessions	<ul style="list-style-type: none"> <li>Clerk attended all training so far</li> <li>Clerk completed March 2018 and signed off</li> </ul>
Governor Visits	All Governors encouraged attendance and completion of visit forms and ensuring feedback is received by the clerk at SJH.	Clerk / Govs	Oct 17		
Embrace Governor's Development Plan	Principal and Chair to develop effective governance to:  Raise the profile of the governing body across the school community.  To ensure that governors have access to clear information to effectively support and challenge the College to further improve the quality of teaching and learning.	Heads and CoG	Dec 17	Nil	<ul style="list-style-type: none"> <li>Governors visits to primary and secondary events</li> <li>Governors invited to school/College training</li> <li>Joint projects to improve outdoor space</li> </ul>

To ensure a positive relationship is built between the Chair, Vice Chairs and Headteacher/Principal.	Fortnightly meetings are scheduled into the diary for Vice Chairs and Headteacher/Principal. Meetings have a standard agenda: - staffing, monitoring achievement, parental engagement, barriers to progress and safeguarding.	Heads and CoG and VCoG	Sept 17	Nil	At present CoG unable to do fortnightly meetings however this will be by phone or email and will resume meetings from March 2017. Meetings are short and focussed but allows regular contact and gives support to the Headteacher/Principal.
To support new Governors with a high quality induction procedure	Clerk and Governor working group to compile a new Governor induction pack which contains documents and information to allow a new Governor to have impact at the earliest opportunity.	Clerk/small working party of Govs	Apl 2017	Nil	<ul style="list-style-type: none"> <li>• Governors joining the body are able to be effective due to the induction they have received.</li> </ul>
Governors triangulate information reported to them	Governors have a link responsibility and report back to the Governing Body twice per year.	All Govs	Sept 17	Nil	<ul style="list-style-type: none"> <li>• Governors not only receive information but are sharers of information by reporting back to their colleagues on their link areas twice yearly.</li> </ul>
Governors have clear evidence of impact	Governors to prepare an evidence portfolio which will demonstrate clearly their impact.	Govs/Clerk	Sept 17	Nil	<ul style="list-style-type: none"> <li>• A portfolio is available in school to demonstrate the impact of Governors. It is updated regularly.</li> </ul>
To increase the extent that pupils, parents and staff are committed to the vision of Governors	To review and improve the governance section of the website and to develop a new Governor tab.	Clerk /School IT support	Mar 17	IT Time	<ul style="list-style-type: none"> <li>• The governance section is clearly with school leadership and contains a range of documents about Governors and governance</li> <li>• Pages comply with legislation and new info added – Gov Dev Plan and Management Plan on display</li> </ul>
	Populate the governance pages with information about the role of Governors and the membership of the Governing Body with photos and pen portraits.	Clerk/ Govs	Mar 17	Nil	<ul style="list-style-type: none"> <li>• Information about Governors is clearly displayed and parents/staff are able to recognise Governors when in school.</li> </ul>

	Give regular updates to parents on our work – a brief summary of the last Governor meeting and the topics we discussed. Termly newsletters.	Govs	Sept 17	Nil	<ul style="list-style-type: none"><li>Parents and staff are aware of what the Governors do and the impact it has on teaching and learning.</li></ul>
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