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| **AIM: Ensuring clarity of vision, ethos and strategic direction** |
| **Objectives** | **Action** | **Success Criteria** |
| Ensure that the priorities in the School Development Plan (SDP) support the vision and ethos of the schoolEnsure that governors focus on the strategic direction of the schoolEnsure that the vision and ethos of the school are well communicatedEnsure that governors are well trained, and their skills developedEnsure that governors are familiar with the Governors Handbook  | Embed the vision into the life of the schoolReview the vision for the school and ensure that it is embed into the life of the school Approve the SDP, carry out interim reviews and a full evaluation at year endMaintain the focus of governor meetings to the four main aims of this planTake account of the views of parents, governors, staff and pupils when preparing the SDPCommunicate the outcomes of the SDP to governors, staff and pupilsCommunicate with parents and the community through regular newsletters and the websiteCarry out an annual skills auditAttend high quality and appropriate governor trainingCarry out annual self-evaluation / appraisal and set targets to improve governance | Objectives in the improvement plan have directly furthered the educational objectives of the schoolActivities have been carried out in accordance with policies and regulationsGovernors have evaluated their skills and experience and acted to fill any identified gaps so that the organisation is well run and efficientThe quality of any professional advice sought has been good and followed accordinglyGovernors have exercised independent judgement and remained responsible for any tasks delegated to othersGovernors have exercised reasonable care, skill and diligence and ensured that they are well-informed about the school’s affairs |

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| **AIM: Ensuring clarity of vision, ethos and strategic direction (cont.)** |
| **Objectives** | **Action** | **Success Criteria** |
|  | Maintain membership of and have due regard to the National Governor Association Handbook and guidanceEnsure that tasks, policies and procedures are carried out and approved as agreedUse the expertise available to the school when making decisions that require particular expertise e.g. HRFollow the school’s Terms of Reference Attend meetings regularly and read all recommended literature, minutes or other documentsCarry out monitoring and other similar visits to the school to ensure statutory compliance and SDP progress |  |
| **AIM: Hold the head teacher to account for the educational performance of the school and its pupils**  |
| **Objectives** | **Action** | **Success Criteria** |
| Ensure that the Headteacher annual appraisal is carried out effectivelyEnsure that governors have the skills to understand and scrutinise quality assurance information and dataEnsure that the school has a high-quality development plan with targetsEnsure that the school’s policies and procedures are followedEnsure that the work of the school is well- communicated  | Agree an external consultant and a trained governor team to carry out HT appraisal Attend high quality and appropriate governor training Carry out an annual skills audit Carry out annual self-evaluation / appraisal and set targets to improve governance Attend meetings regularly and read all recommended literature, minutes or other documents Carry out monitoring and other similar visits to the school to ensure statutory compliance and SDP progress Check that the SDP targets are based on reliable data and school self-evaluation Ensure that tasks, policies and procedures are carried out and approved as agreed Communicate with parents and the community through regular newsletters and the website | Governors have acted as a critical friend of the head teacher by providing support, advice and challenge Governors have worked with the school to plan improvements, develop policies and keep these under review In partnership with the head teacher and staff, governors have exercised their responsibilities and powers appropriately Governors have challenged and monitored the performance of the school Senior staff have been supported in the management of staff Governors have set high standards by planning for the future and set effective targets for improvement Governors have helped the school to respond to the needs of parents and the community Governors have ensured that the school has been accountable to the public  |
| **AIM: Oversee the financial performance of the school and ensure that its money is well spent**  |
| **Objectives** | **Action** | **Success Criteria** |
| Ensure that governors have the skills and knowledge required to support the head teacher in setting and monitoring the school budget Ensure that governors are aware of their role in respect of: * regularity requirements
* propriety
* value for money
* compliance
* risk management

Ensure that money is spent to further the educational objectives of the school and in line with the school development plan Ensure that governors are aware of the relevant financial procedures that schools must follow  | Attend high quality and appropriate governor training Carry out an annual skills audit Carry out annual self-evaluation / appraisal and set targets to improve governance Have due regard to the school’s finance and finance related policies Plan the budget annually and link expenditure to the SDP Have and review a three-year budget projection Carry out best value benchmarking of the school budget Regularly review and discuss school risk factors Receive monthly accounts  | Public funds have been managed with prudence and care and with a focus on the advancement of the education of the pupils Spending has complied with regulations Activities have not put the reputation or assets of the organisation at risk Governors are familiar with financial procedures and policies Governors have acted within the scope of their authority Governors have avoided conflicts of interest  |
| **AIM: Ensure that parents are fully involved with the education of their child**  |
| **Objectives** | **Action** | **Success Criteria** |
| Governors communicate with parents/carers effectively The school communicates with parents/carers effectively Ensure that parents are made aware of any changes taking place in school Ensure that the parent voice is heard  | Meet statutory requirements on publishing information and if necessary, hold/attend focus group meetings Ask school leaders how often, who and for what purpose they communicate with parents/carers. Review the school website as a source of information and suggest improvements Write to parents/carers and/or hold meetings about key school changesCheck that the school has good systems for parents to: * contribute to the school development plan
* contact the school
* know how to help with their child’s learning and behaviour
* say why they have chosen the school and why their child leaves before their final year
* make a complaint
 | Feedback from parents/carers shows that they know who the governors are and what they do/have done Data and feedback from parents/carers, reports and surveys show that communication with parents/carers is effectiveData and feedback from parents/carers, reports and surveys show that they believe they have been well informed about any changes Data and feedback from parents/carers, reports and surveys show that they feel that their voice is heard |

# Governor Objectives for 2021-22

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| **Shorter Term** | **Medium Term** | **Working Groups for 2021-22** |
| Write a Governing Board Action and publish it on the school website so it can be shared with parents and carers.Gather feedback from stakeholders* Parent/Carer survey
* Ex-pupil survey

Increase governor visibility* regular newsletters
* blog posts on the website
* presence in staff meetings and parents evening

Ofsted preparation* website audit

Support planning, marketing and attendance at the school open days | Support the process of refreshing the school’s Vision, Aims and ValuesCollaborative work with other schools and Governing BoardsImprove how the governing board performs policy management and tracks the review scheduleGovernor recruitment to fill any skill shortages | **Ofsted*** prepare for inspection
* website audit a priority

**Academisation*** investigate our options and report back to GB.

**Marketing*** increase our pupil numbers
* plan open days and run facebook marketing
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