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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 school  Ensure that governors focus on the strategic direction of the school  Ensure that the vision and ethos of the school are well communicated  Ensure that governors are well trained, and their skills developed  Ensure that governors are familiar with the Governors Handbook | Embed the vision into the life of the school  Review 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 end  Maintain the focus of governor meetings to the four main aims of this plan  Take account of the views of parents, governors, staff and pupils when preparing the SDP  Communicate the outcomes of the SDP to governors, staff and pupils  Communicate with parents and the community through regular newsletters and the website  Carry out an annual skills audit  Attend high quality and appropriate governor training  Carry out annual self-evaluation / appraisal and set targets to improve governance | Objectives in the improvement plan have directly furthered the educational objectives of the school  Activities have been carried out in accordance with policies and regulations  Governors have evaluated their skills and experience and acted to fill any identified gaps so that the organisation is well run and efficient  The quality of any professional advice sought has been good and followed accordingly  Governors have exercised independent judgement and remained responsible for any tasks delegated to others  Governors 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 guidance  Ensure that tasks, policies and procedures are carried out and approved as agreed  Use the expertise available to the school when making decisions that require particular expertise e.g. HR  Follow the school’s Terms of Reference  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 |  |

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| **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 effectively  Ensure that governors have the skills to understand and scrutinise quality assurance information and data  Ensure that the school has a high-quality development plan with targets  Ensure that the school’s policies and procedures are followed  Ensure 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 |

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| **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 |

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| **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 changes  Check 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 effective  Data 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 2024-25

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| **Shorter Term** | **Medium Term** | **Working Groups for 2024-25** |
| Parent Governor Recruitment  Gather feedback from stakeholders   * Parent/Carer survey * Ex-pupil survey * Staff Survey   Increase governor visibility   * regular newsletters * blog posts on the website * presence in staff meetings and parents evening * Supporting open days and school events   Statutory   * website audit   Support planning, marketing and attendance at the school open days | Support the process of joining Palladian Academy Trust  Collaborative work with other schools and Governing Boards | **De-delegation consultation**   * Need to respond to the LA   **SIAMS**   * prepare for inspection * SIAMS prep for governors   **Marketing**   * increase our pupil numbers * plan open days and run facebook marketing |