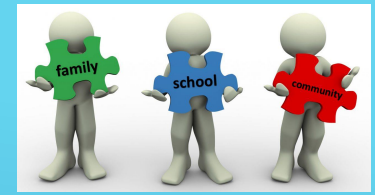
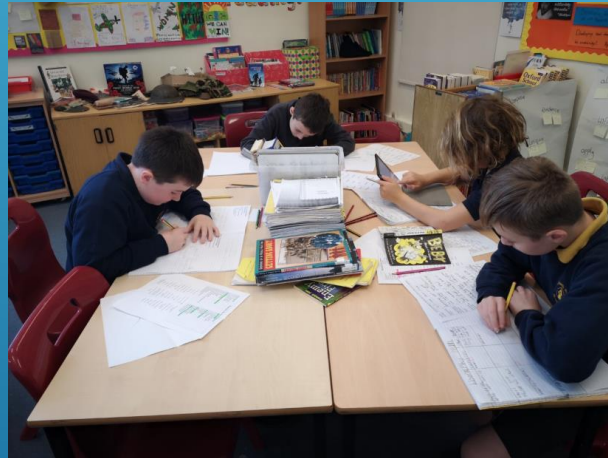


ST MICHAEL'S CHURCH OF ENGLAND PRIMARY SCHOOL



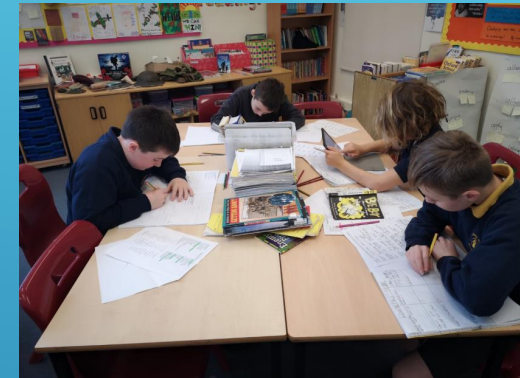
Parent Meeting
3rd February 2020



Respect, Perseverance and Courage



Welcome from the Chair of Governors



Respect, Perseverance and Courage



Agenda

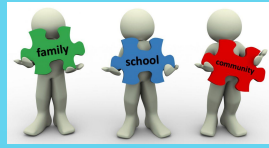
- ▶ Welcome and Introduction from the Chair of Governors
- ▶ Looking forward
 - ▶ Governor 2020 priority areas
 - ▶ Governor Action Plan
 - ▶ How Governing Boards work and holds to account
- ▶ Update from the Headteacher
 - ▶ Current Headteacher priorities
 - ▶ What has improved?
 - ▶ What changes will you see next?
 - ▶ How can parents/carers support the school
- ▶ Summary and Close
- ▶ Chance to speak to Headteacher and Governors – feedback/questions



Governor Priority Areas:

- ▶ Community engagement and rebuilding trust
- ▶ Monitoring of staff member wellbeing
- ▶ Staffing – ensuring the right structure is in place and that there is long term sustainable leadership in place
- ▶ Behaviour and Safeguarding – including monitoring the implementation of new behaviour policy and safeguarding practice
- ▶ Monitoring the SEN provision to ensure it delivers positive outcomes for pupils
- ▶ Close monitoring of the school budget and contingency planning
- ▶ Monitoring attendance and the attendance policy to ensure an increase in overall attendance including persistent lateness and absence
- ▶ Ensuring that we have consistently good quality of Teaching and Learning across the school.



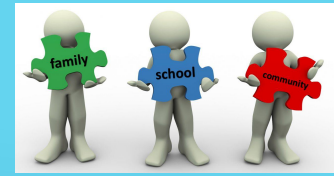


Governor 2020 Objective One: Governance is impactful, robust and sustainable

- ▶ All Statutory and best practice governance arrangements are in place.
- ▶ Through training and recruiting the right skills and experiences the Governing Board has the right mix of skills and experiences to be impactful
- ▶ All governors are trained and supported in fulfilling their roles fully
- ▶ Parent governors and the community understand the role of a parent governor
- ▶ Governors skills and experiences are leveraged to ensure the maximum impact
- ▶ All governor vacancies are filled (currently have parent and co-opted vacancy).
- ▶ Succession Planning is in place for Chair, Vice Chair and Committee Chair
- ▶ Structure of the governing board ensures maximum impact on pupil outcomes
- ▶ Governor meetings are effective and impactful



Governor 2020 Objective Two: The Full Governing Board contributes towards rapid school improvement

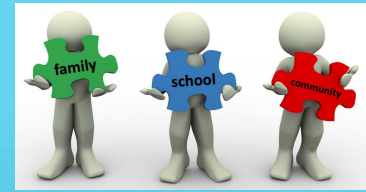


- ▶ Governors involved in the update of the School Development Plan and final approval – then clearly communicated to parents
- ▶ Governor monitoring is aligned to the School Development Plan, statutory and governor priority areas
- ▶ Chair of Governors has an open and constructive relationship with the Headteacher
- ▶ Governors are visible in school including monitoring visits, hearing parent voice etc.
- ▶ Governors monitor the impact of external support on pupil outcomes
- ▶ Governing Board has a good knowledge of the school data, are confident it is accurate and that the School Development Plan is addressing the right areas
- ▶ Governing Board hold the school leadership to account for the outcomes and happiness of the pupils – act as critical friends



Governor 2020 Objective Three: Governor Community Engagement is impactful

- ▶ The whole school community is positively included in all the work governors do, are kept fully informed in a transparent way and understand the critical role governors play in the success of the school
- ▶ We ensure that the school community are clear on the vision, ethos and values of the school and when reviewed the community are given the opportunity to input their thoughts.
- ▶ Parents understand the boundaries between themselves, school and governors and who they should raise concerns to
- ▶ The website is statutory and best practice compliant and all governor information is shared in a transparent way including Governing Board minutes
- ▶ Regular governor communications (minimum 6 times per year after the FGB meeting) about progress with all operational information coming from the Leadership team
- ▶ Regular opportunities for parents/carers to engage with governors – parent view questionnaires, governors speak to parents before/after school during the year, governors attend parents evenings etc.



How will governors ensure the school continues to improve?



- ▶ The role of the governing board is to work with and hold the school leadership to account for the outcomes of the pupils as well as pupil wellbeing and happiness
- ▶ **The Governing Board will achieve this in a number of ways including:**
 - ▶ Work with the Headteacher to set the School Development Plan (Priorities)
 - ▶ Effective Performance Management of the Headteacher
 - ▶ Ensuring the Headteacher conducts performance management on staff
 - ▶ Governor in school monitoring of key priority areas
 - ▶ Monitoring reports from external experts – from the LA, the school partnership etc.
 - ▶ External audits such as on Health and safety, safeguarding etc.
 - ▶ Committee meetings where key issues are explored with the headteacher
 - ▶ Holding to account -acting as a critical friend to the Headteacher
 - ▶ Community voice – engagement with parents/carers, staff and pupils
 - ▶ Review and scrutiny of the school performance data
 - ▶ Reviewing data and information at source to validate what the headteacher is telling us
 - ▶ Clear levels of delegation between the governing board and the Headteacher
 - ▶ Setting the behaviour principles which the Headteacher uses to write the behaviour policy – governors then monitor implementation



Priority and Desired Outcome	Actions
<p>Staff Morale to be improved Improve staff well-being Reduce staff absence</p>	<ul style="list-style-type: none"> Develop clear roles for SLT and lines of communication Appoint Leadership Team using existing subject leads Time for LT and staff to complete tasks with clear instructions and deadlines SLT reacts in a calm, measured manner Reintroduction of monitoring is clear and constructive feedback is assured
<p>Behaviour across the school to be improved in class, break, lunch and transition. Establish a calm atmosphere where boundaries are clearly defined</p>	<ul style="list-style-type: none"> Review of Behaviour Policy and procedures All stakeholders informed and policy displayed around the school SLT set high expectations for staff and pupils Consistency and ownership strongly encouraged Ind behaviour plans in place Ind pupil assessments completed and applications made (see JS Plan) Monitoring of the above Further review of Behaviour Plan at end of Term 3
<p>Parents Improve parent confidence in the leadership of the school Productive use of parent support Improve communication Website to be reviewed and docs updated</p>	<ul style="list-style-type: none"> GM, JS and HL visible and available to parents Clear communication Decisions based on short and long term Timely response to concerns Regular meetings with parent groups GM and SS to go through every item for relevance and accuracy
<p>Staffing Have a clear staffing plan for both medium and long term Reintroduce Leadership Team Establish CPD requirements based on monitoring and PPMs</p>	<ul style="list-style-type: none"> Consistency of communication with staff, parents and pupils - ongoing Review meetings and agenda Review of support staff deployment and establish rotas and allocation Appoint Leadership Team and establish roles and responsibilities Establish SLT and roles Through PPM discussion, CPD requirements agreed
<p>Teaching and Learning Set high expectations Establish constructive monitoring and feedback schedule (See HL plan) Continue work on curriculum (see HL plan)</p>	<ul style="list-style-type: none"> Monitoring schedule in place by Inset 6th January Agree feedback timing and method Teachers to submit term 2 data by Friday 10th January Writing to be moderated by Susie Spolander 22nd Jan SEF to take shape end February based on monitoring outcomes SDP to take shape alongside SEF
<p>Safeguarding Appoint third DSL Prepare for audit</p>	<ul style="list-style-type: none"> JC to attend DSL training Policies to be reviewed Safeguarding report to be completed online Safeguarding Self-Audit to be completed Date for LA Audit to be agreed





How can you support the school?

- ▶ Support the behaviour policy and procedures
- ▶ Continue to support reading and learning at home
- ▶ Respond to the skills questionnaire
- ▶ Communicate concerns directly with SLT as soon as possible
- ▶ Be aware that changes are taking place in school
- ▶ All offers of support are considered!



Close

