



Leading Together

*Working With Governors
Primary Leadership Conference 2009*

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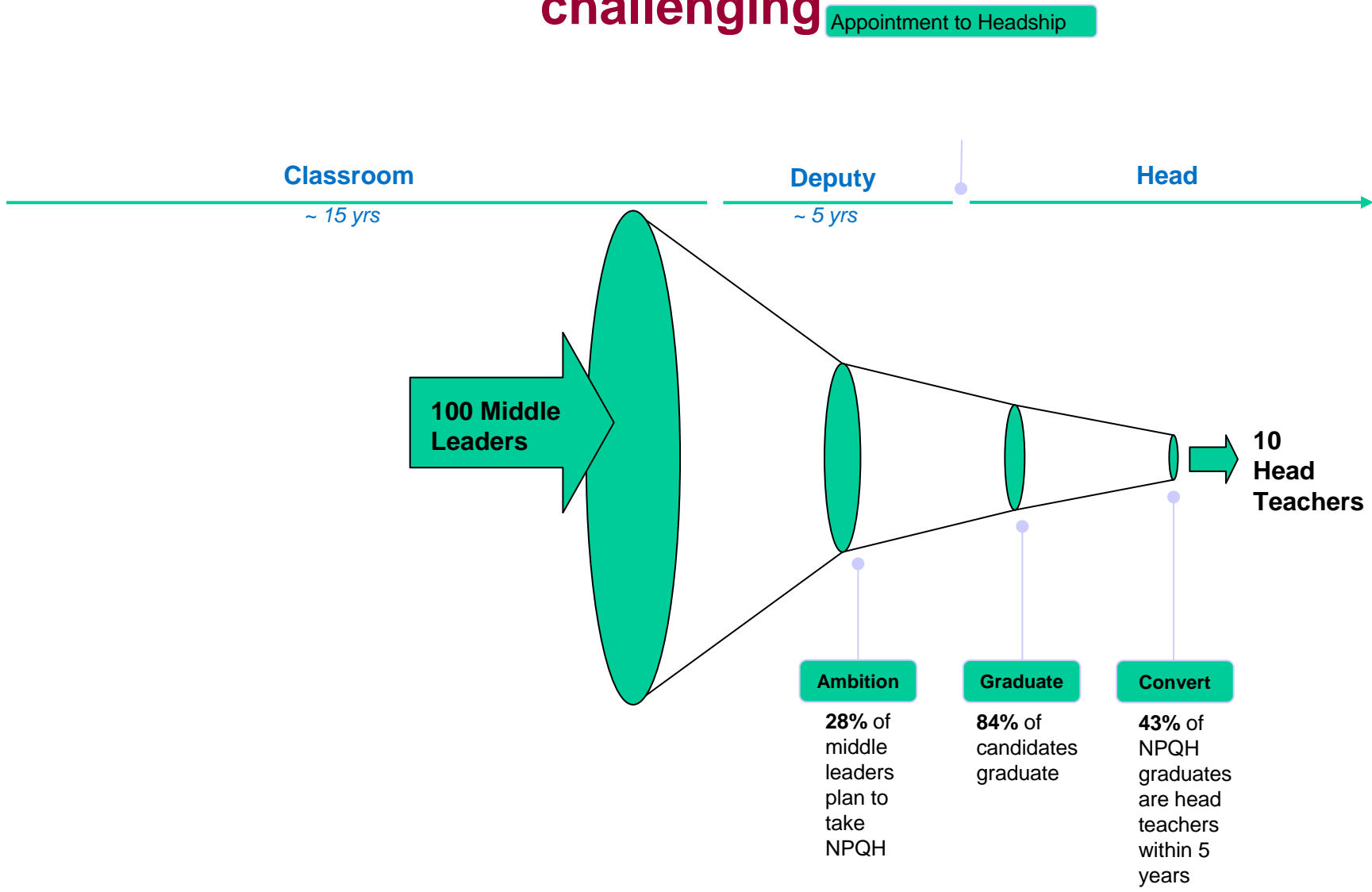


Working with Governors

Objectives

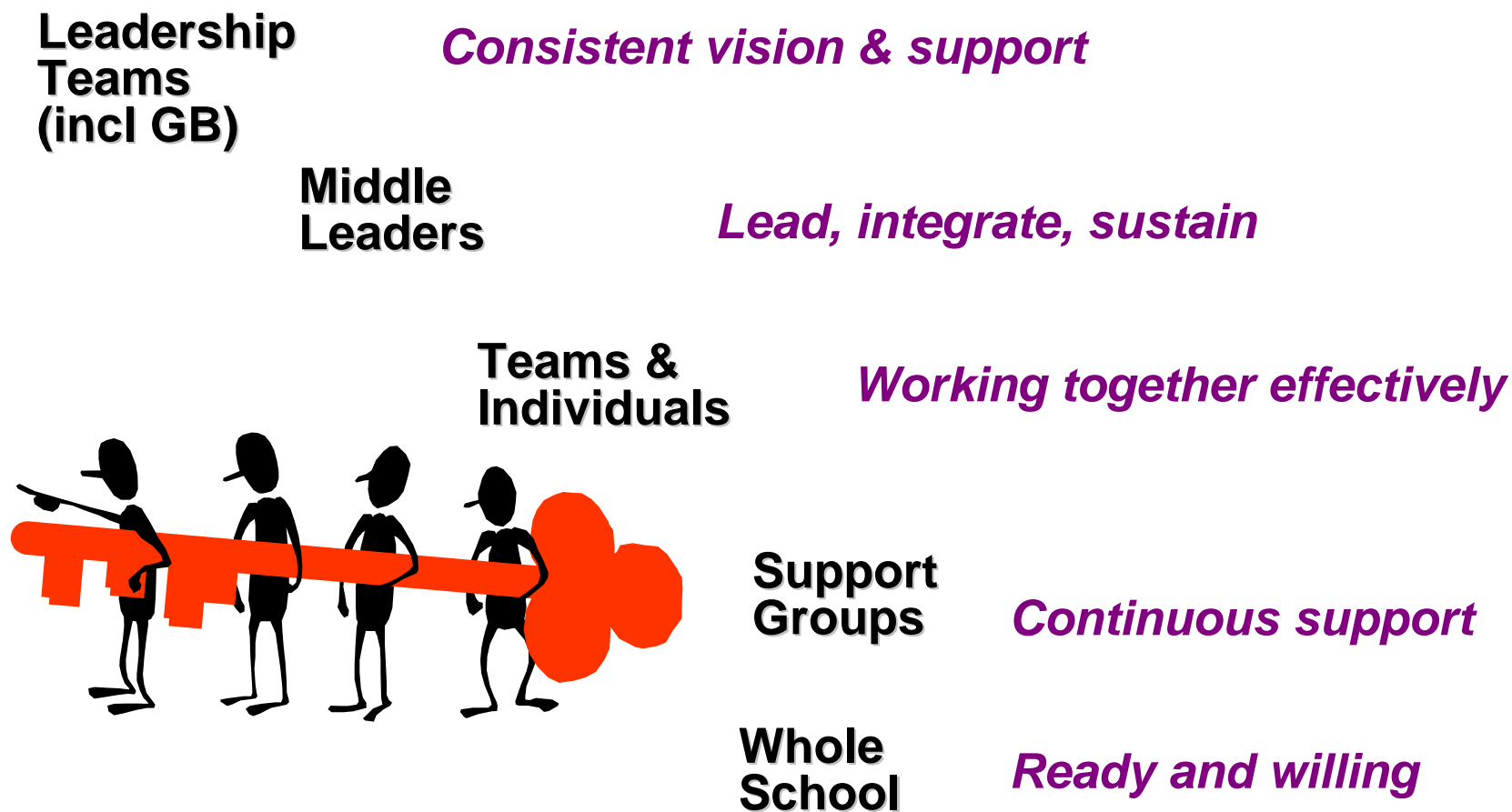
- **Introduction** – expectations for session-
Removing the mystery
- **Context:**
 - Roles and Responsibilities of a governor
 - Working as an effective partnership

The pathway to headship is long and challenging



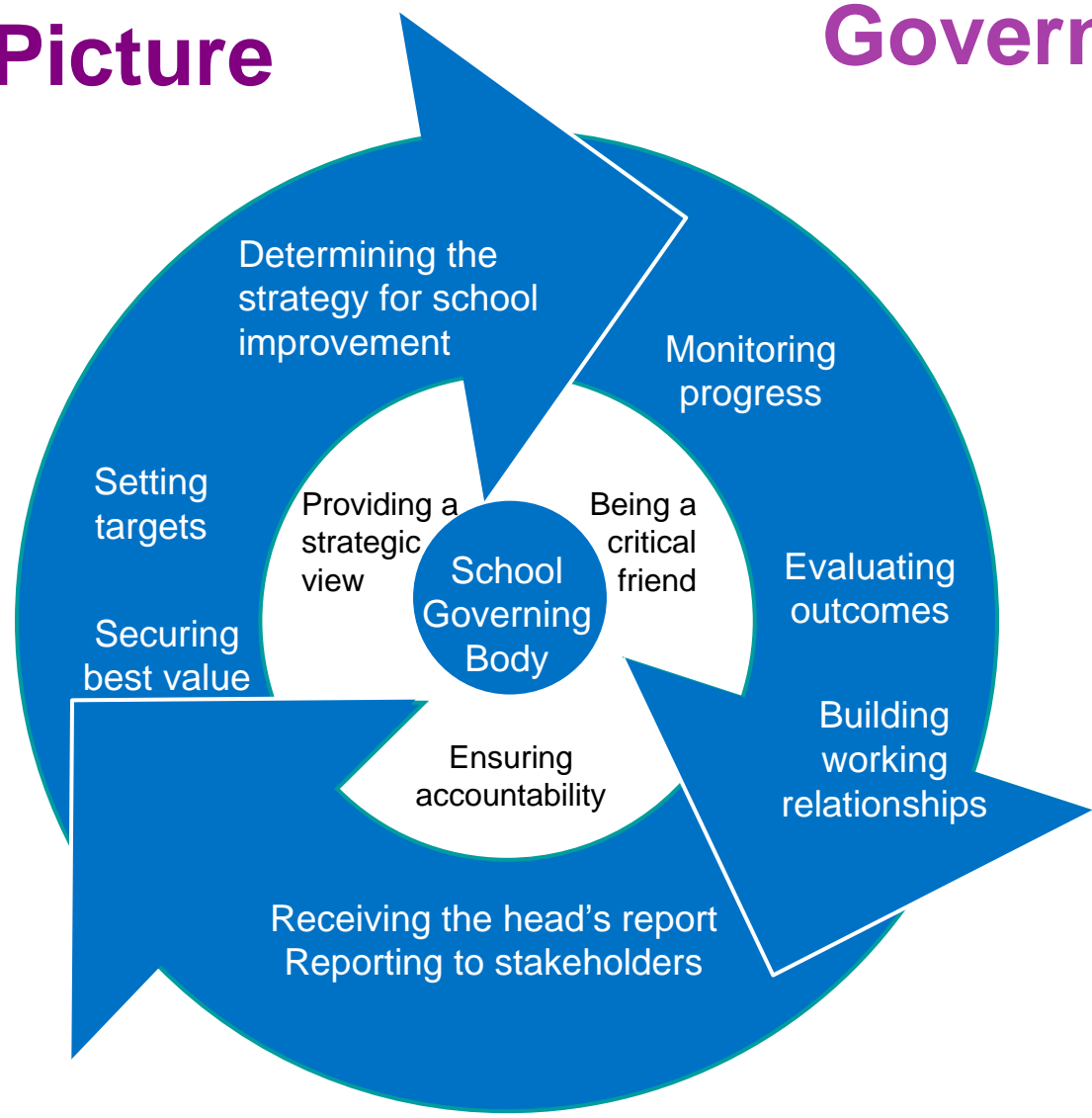
Source: MORI "State of School Leadership" Survey Results (RR633); Howson; NCSL research (not in public domain)

Key To Success.....



The Big Picture

Governing Body



Roles and Responsibilities

A Governing Body is expected to promote high standards of achievement by

- **Providing a Strategic Overview and Lead**
- **Ensuring Accountability through policy into practice and effective monitoring**
- **Acting as a 'Critical Friend'**
(balance of support and effective questioning)

Strategic Role



- **Defining Aims, Visions, Values and Ethos**
- **Shaping and clarifying the direction of the school**
- **Agreeing policies, plans, targets and priorities**
(as agreed in SIP and SEF)
- **Monitoring and Reviewing**
- **Evaluating the impact upon school standards**

The five stage cycle for School Improvement

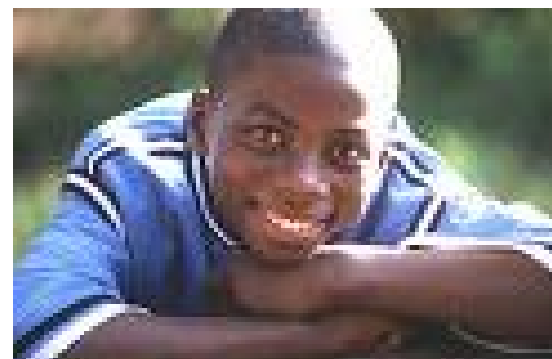
- Stage 1 – how well are we doing?
- Stage 2 – how well should we be doing?
- Stage 3 – what more can we achieve?
- Stage 4 – what must we do to make it happen?
- Stage 5 – what went well, what must we improve?

Are you partners in Leadership contributing to School Improvement Planning and the Self-Evaluation Form?..

Accountability

The Governing Body is accountable to.....

- **Parents**
- **Staff**
- **L/A**
- **Wider Community**
- **Ofsted/DCSF**



AND.....



PUPILS!!!!!!

Critical Friend

- **Recognises and celebrates achievements**
- **Provides support and encouragement when strategies are explored**
- **Strikes an appropriate balance between support and challenge**
- **Is based upon a professional relationship with Head and SLT**
- **Recognises when the school is not achieving sufficiently well**
- **Builds confidence in effective questioning**

An Effective Governing Body.....

3 Key Components:

- **Effective in Strategic Leadership**

Involvement in SEF and SIP

- **Effective Meetings**

Include understanding team dynamics

- **Effective Questioning**

What to expect.....



Changes to education.....

- **Teaching roles changing**
- **Support Staff increasing**
- **New Ofsted framework**
- **New models governance/size of GB's...?**
- **e-learning –for all!**
- **Federations, academies, specialist schools etc**
- **CYPP i.e. emphasis on Vulnerable groups, ES, Diversity, inc**
- **Technology, -text, facebook –e-bullying etc!**
- **Creative curriculum**
- **Personalised Learning**
- **Business management –schools as a business**
- **Performance Management and Continued Professional Development**
- **Etc.....etc.....etc.....**



Understanding people.....DISC Human Behaviour Model

Dominant

Determined Challenge
Dynamic Choices
Decisive Control

Inspiring

Influencing Recognition
Inspirational Approval
Interactive Popularity

Cautious

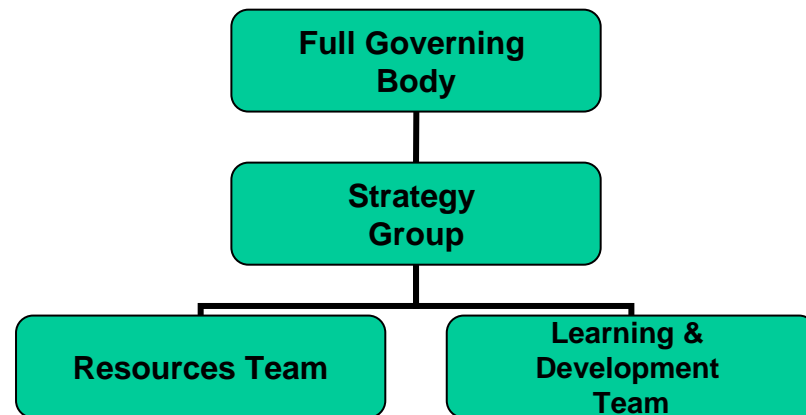
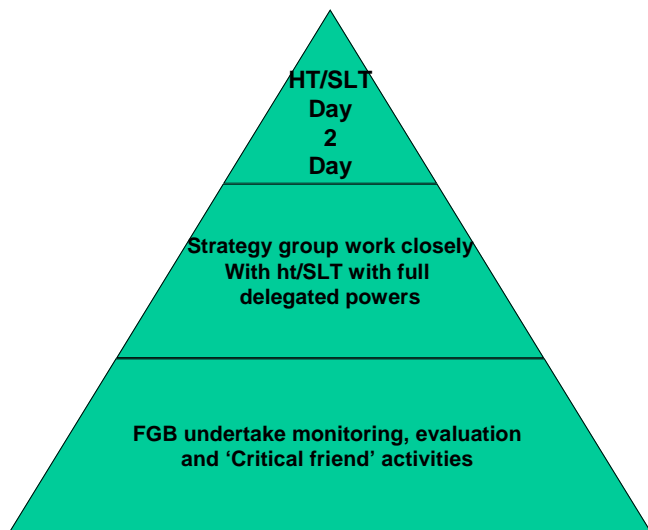
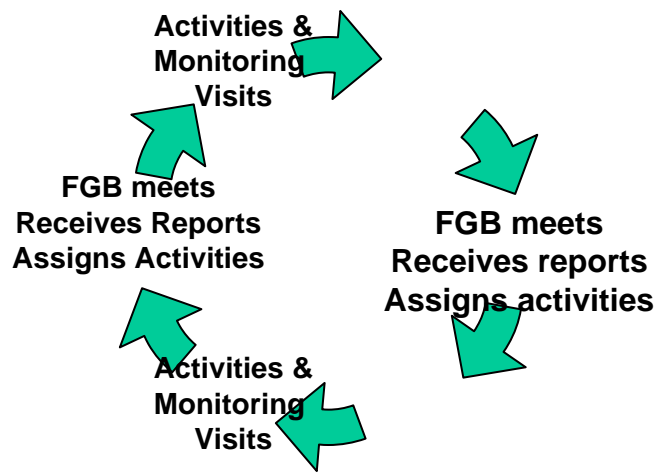
Competent Quality
Conscientious Excellence
Careful Structure

Supportive

Stable Appreciation
Security Security
Sympathetic Harmony

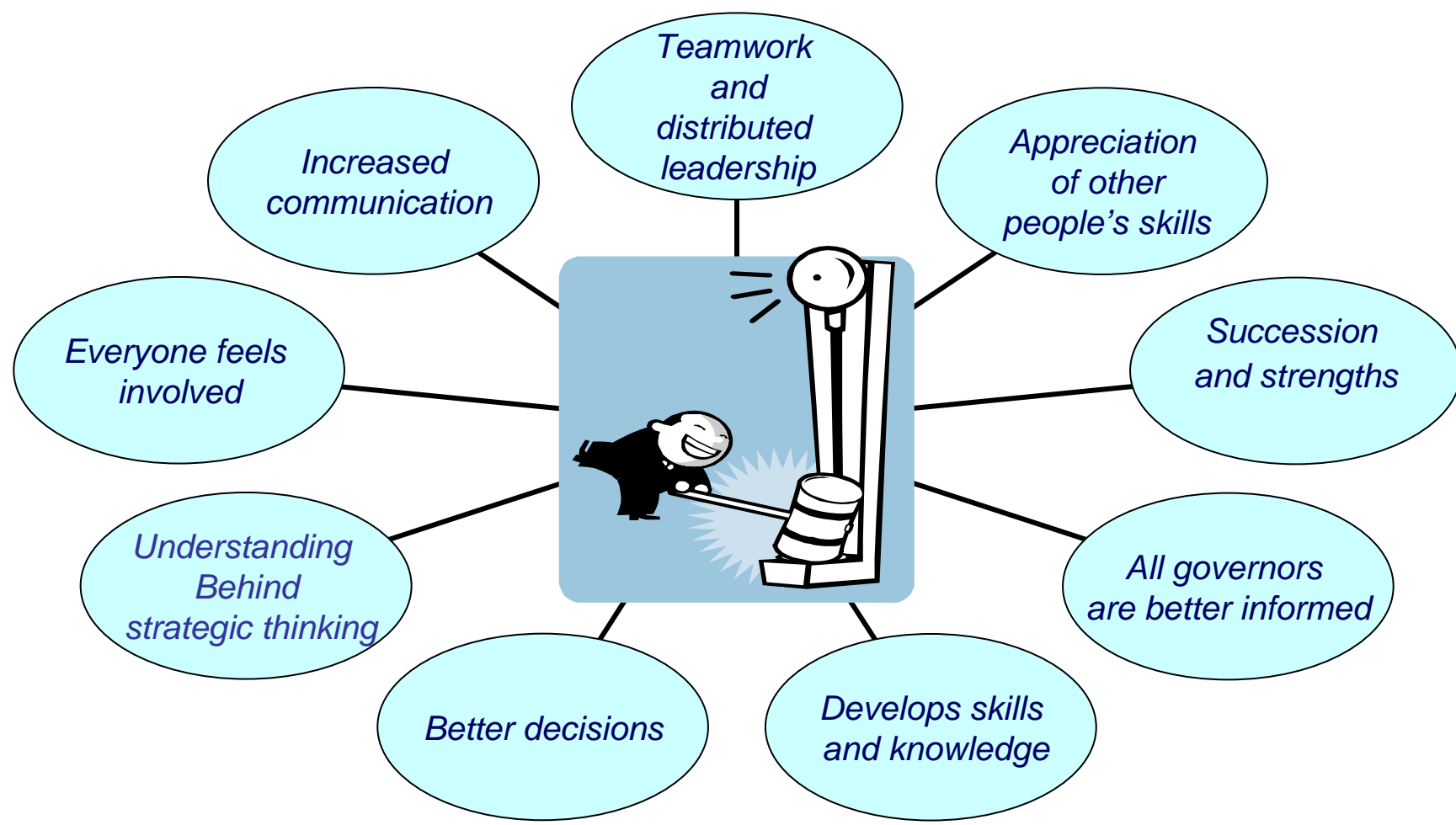
Blue = Defines type

Purple= Basic Needs



NEW MODELS

Benefits to Governing Body



Respectful Questioning.....



Data.....

- How do we know how well we are doing?
- How are the needs of our more able children addressed?
- How do we ensure provision is personalised for our different vulnerable groups?
- Are we financially healthy and well managed?
- How are we monitoring progress from our last Ofsted report?
- How does attendance impact on attainment and progress?
- Is there any gender issues around our progress?
- How do we track progress?
- How are our staff developed – Performance Management?

Features of Effective Governing Bodies

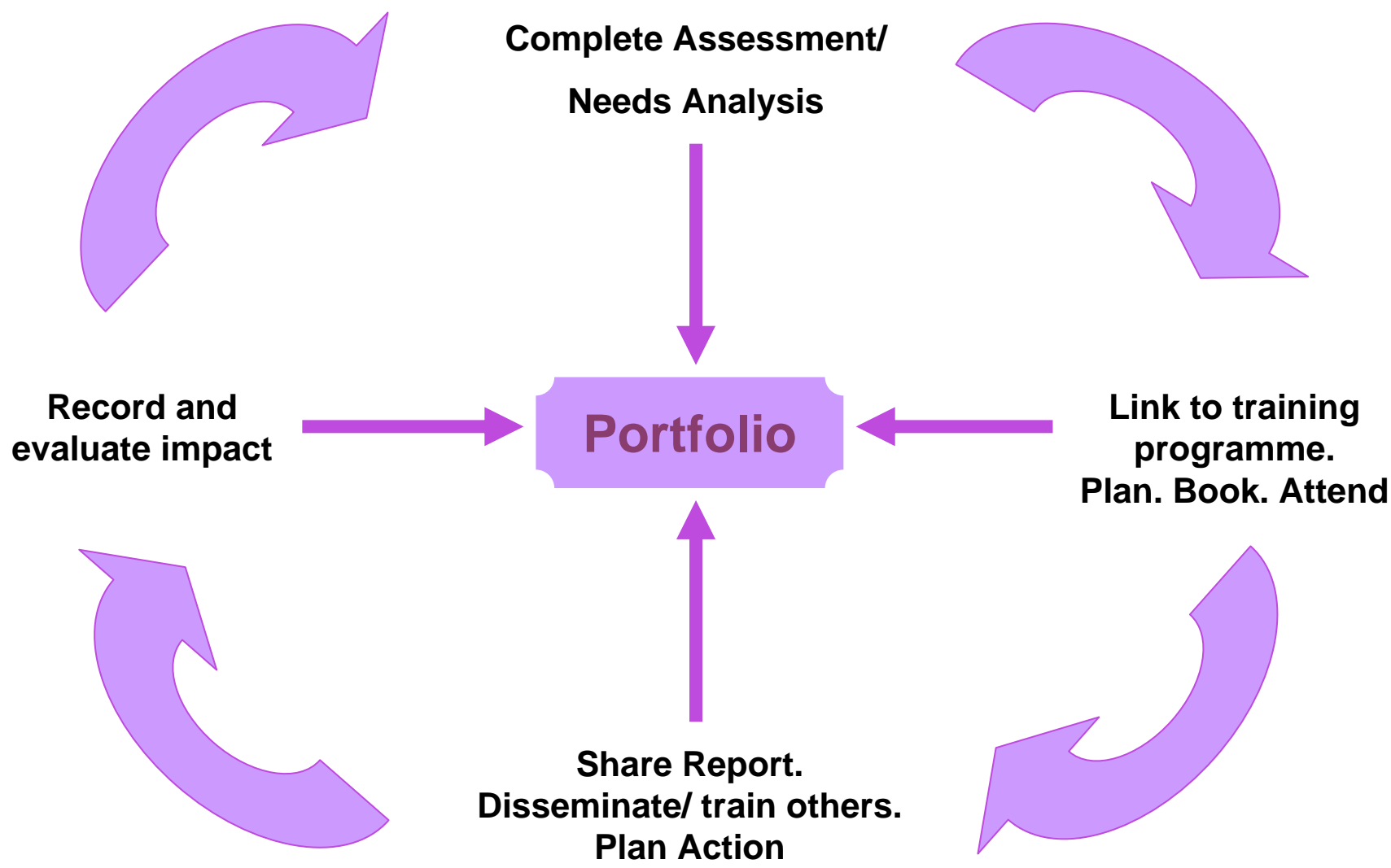
Ofsted look for evidence of.....

- clarity of purpose
- working as a team
- **good relationship with the headteacher**
- effective time management
- effective delegation
- their own training and development
- knowing the school
- effective meetings

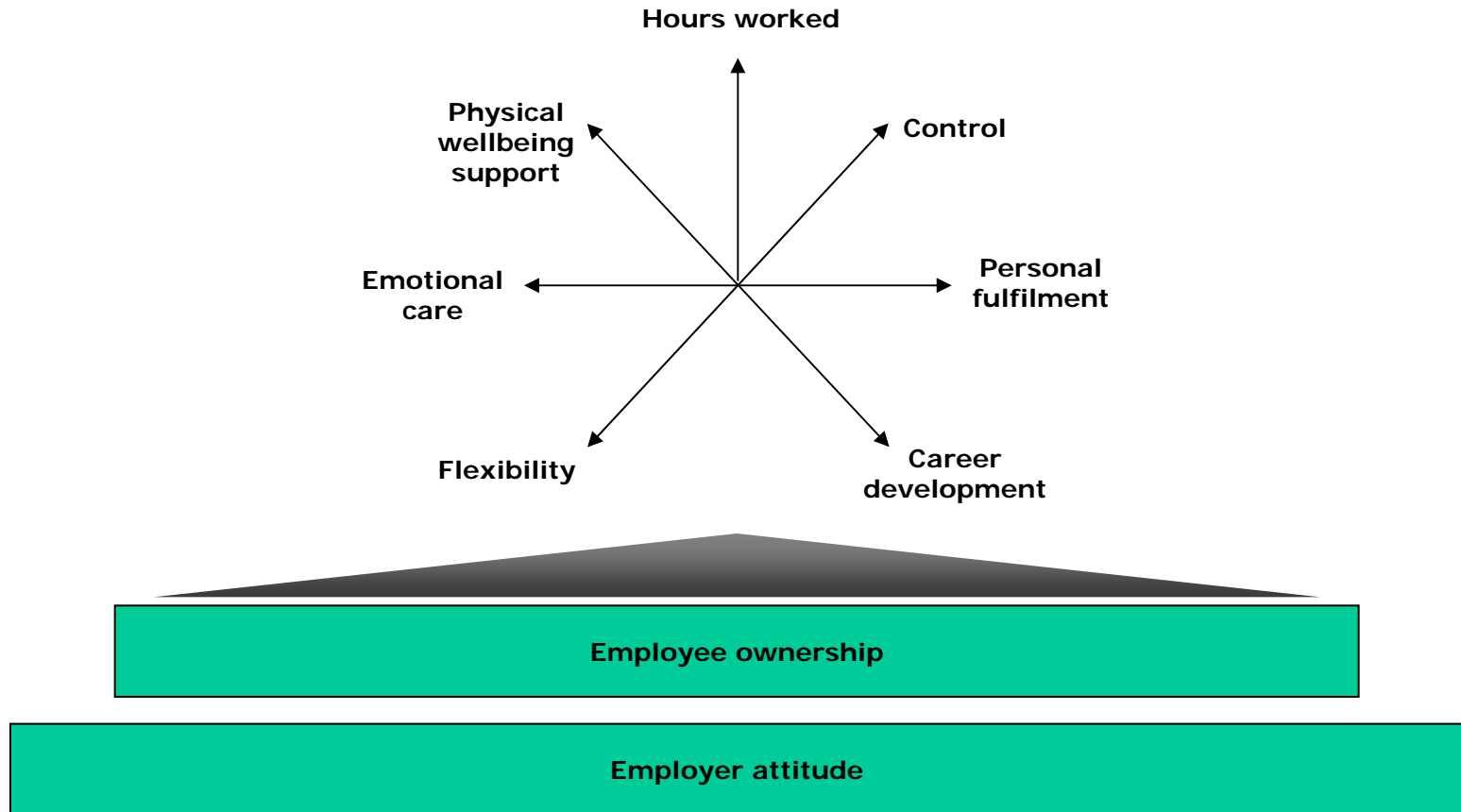


Leading governors

- **Governors need to be well led to ensure they are up to date with national and local agendas** (*ECM, ES, PM, DHT etc*)
- **Governors need to embrace training and development to become an effective Body**
- **Governors must consider well being and work life balance of Headteacher (and all staff)**



work/life balance



Reality Check.....

How do you view your Governing Body?

- Supportive?
- Challenging?
- Friendly? – or scary?!
- Effective? – or....not?!

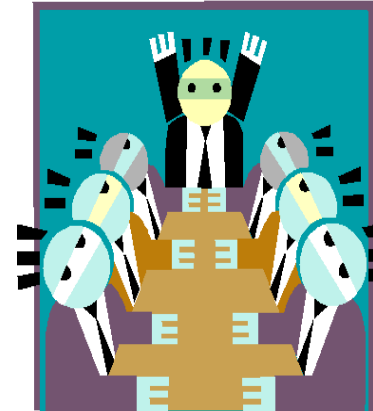
Why do you think that?

What could you do to change your view?

What could they do?

What could you do together?

Discuss.....



Leading together

School Leadership and Governors Leading Together.....

- Share vision and goals
- Have high expectations
- Promote Pupils' rights and responsibilities
- Monitor and evaluate progress
- Endorse positive reinforcement
- Promote home-school partnership
- Building relationships

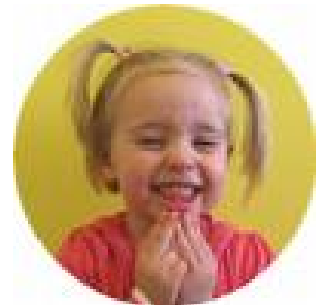


Finally.....

- **Action Points for development:**

- *What can ASK provide as support for your role?*

- *What can we do to improve governors relationships with SLT?*



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