

KEY IMPROVEMENT	TARGETS	Target Date	KEY ACTIONS	MONITORING OF OUTCOMES	Key Events
1. Deeper understanding of Teaching and Learning at the school	<p>All governors understand the way in which the school is improving outcomes for pupils</p> <p>Governors increase their knowledge of the school curriculum</p> <p>The role of GB is known by stakeholders</p>	July 2017	<ul style="list-style-type: none"> • Spend at least one morning/afternoon per term in the school observing lessons, class assemblies, shadowing Senior Leaders, attending Inset days etc... • Background reading – School Curriculum, and teaching and learning Policies, government policies and relevant policies for link governor role. • Attendance at whole KS/school events • Regular updates from core subject leaders at governors meetings. To give overview of how their subject is taught. • Link governor to share their knowledge and understanding of their link area at full GB meetings. • Governors are open and transparent about their roles 	<ul style="list-style-type: none"> • All governors are able to explain the aims and direction of the school. • Governors understand how T&L impact on Standards and progress • Governors are able to support staff • Governors understand effectiveness of policies and know where to find them • Parents and staff know who governors are • GB ‘feels’ part of the school not a separate body 	

			<ul style="list-style-type: none"> • The GB is visible • Meeting minutes are up to date and correct 	<ul style="list-style-type: none"> • Staff expectation of governors is raised and there is greater understanding of their role in leading the school 	
<p>2. To ensure the critical link roles are effectively carried out – Maths, English, EYFS SEND, Pupil Premium and Safeguarding.</p>	<p>Each link governor to present to the GB one report per term</p>		<ul style="list-style-type: none"> • Meet with staff link at least three times a year • Have direction to that meeting, which is led by the governor, using link governor guidelines and prompts • Governor to have knowledge and understanding of the policy that covers their area • Link governors are familiar with outcomes of data analysis for their area • Provide support and challenge on how standards are improving and barriers and challenges facing the school • Acknowledge success and hard work and achievements • Safeguarding is up to date 	<ul style="list-style-type: none"> • Link reports item on GB agenda is one of main areas of discussion • All Governors play a full and active role in GB • GB instructs agenda for link governors • External H&S and safeguarding audits 	

	Legal responsibilities are fully met		<ul style="list-style-type: none"> • H&S is current and meets statutory requirements • Ensure website complies with statutory requirements with focus on up to date Pupil Premium data and GB activities 		
3. Evidence Role of supporting and challenging attainment specifically through holding the HT to account	<p>Monitor through data pupil attainment</p> <p>Monitoring meeting and feedback surveys</p>		<ul style="list-style-type: none"> • Establish a Governor monitoring programme showing governor activities that are planned over each term, which support the school improvement calendar (SIP), and that represent a balance of formal visits, learning walks, interviews with pupils, questions for staff and parents which are highlighted in the governor's column • Continue pupil, parent and staff surveys facilitated by Governors 	<ul style="list-style-type: none"> • More Governor action is brought to GB meetings, challenged and described in minutes • Establish Governor data dashboard and report snapshot at GB meetings • Surveys to be presented to focus on feedback from parents as efforts increase to increase parental involvement in pupil attainment 	
4. Succession planning	All teaching posts, within		<ul style="list-style-type: none"> • Successful recruitment of high quality staff where needed 	<ul style="list-style-type: none"> • GB is full, and all roles are actively filled 	

	<p>school, are currently full</p> <p>GB provides strategic lead on succession</p>		<ul style="list-style-type: none">• Plan in place for quality professional development as appropriate to augment staff aims and career planning• Governors to set up working group in Autumn Term to write policy to cover succession planning for both school staff and GB• GB actively encourages the “grow from within” culture within the school	<ul style="list-style-type: none">• Staff team is full, with effective SLT, and middle management team• Culture of succession is evident	
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