

PINNER WOOD SCHOOL IMPROVEMENT PLAN 2018-19

Area: FULL GOVERNING BODY

Lead: Carolyn Hector / Didi Chapman (until December 2018)

<p>Overall Objectives:</p> <ul style="list-style-type: none"> • To create a more equal division of roles and responsibilities supported by excellent governor attendance at all meetings and sufficient training • To ensure the effective recruitment and embedding of new co-opted governors with a view of longevity and succession planning • Review and update the 5 year Strategy for the school • Support and ensure income generation initiatives are established • Continue to develop an external view out of the school via the HT and Governors • Ensure as a Governing Body we are Ofsted ready and are an effective Governing Body

Objectives	Actions	Timescales	Resources	Monitoring	Success Criteria
To create a more equal division of roles and responsibilities supported by excellent governor attendance at all meetings and sufficient training	Ensure all Governors are aware of the responsibilities of all roles Ensure at all committees the key actions are split Look to create shadow roles in order to transfer skills for Resources Review training needs and opportunities	Ongoing from September Ongoing from September By end of the Autumn term	Use resources of services that we currently subscribe to, including the National Governors Association, The Key and local training	Review undertaken at committees Training undertaken	An empowered GB that understand the roles and responsibilities Future proofing and succession planning in place New governors in post
To ensure the effective recruitment and embedding of new co-opted governors with a view of longevity and succession planning	Ensure new governors, recruited engaged and embedded Induction process followed Ensure new governor fits criteria needed and is not a parent	1 st vacancy by January 2 nd vacancy by end of school year	Use resources of services that we currently subscribe to, including the National Governors Association, The Key and Schools for Governors	Review undertaken Induction undertaken	A full functioning GB in place. Succession planning in place

			New induction process		
Review and update the 5 year Strategy	Review and update strategy plan in line with new long term priorities Ensure long term financial plan is sustainable	Spring term	Use resources of services that we currently subscribe to, including the National Governors Association, The Key and Schools for Governors Input from SLT	Full Governing Body to monitor plan and implementation	The school has a clear strategy and plan to work to The strategy plan can be communicated when required to all users of the school to ensure that the vision is understood and supported
Support and ensure income generation initiatives are established	Establish income generation plan implemented to include the use of facilities Contracts, fees, insurance, resourcing etc in place Long term financial projections	October half term Spring term	Research other schools The Key Facilities available as part of school property Legal and procurement resources if available	Resources committee and budget reviews	New income stream in place with clear view of long term projections
Continue to develop an external view out of the school via the HT and Governors	Support HT with external activities like conferences, cluster meetings etc Governors to attend local conferences to build governor network	End of school year	LA meetings and conferences	Full GB meetings	New networks developed for teachers and governors to enhance collaboration, support, advice, benchmarking etc
Ensure as a Governing Body we are Ofsted ready and our an	Review the last Ofsted Report to see how we have improved on the governance section.	Autumn term	Chair Ofsted report and HSIP reviews	Full GB meetings	Increased knowledge of processes by GB

effective Governing Body	Conduct a Governors' audit to see how effective the school governance is and review Governors performance management (including the clerk) to ensure all governors are contributing.	Spring term	Chair – look at external review	Additional session and report back to GB meeting	Report, feedback and action taken to improve effectiveness of GB
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