

Challenge without conflict.

How Governors can challenge school leaders positively to achieve best outcomes for learners

Presented by Judith Green

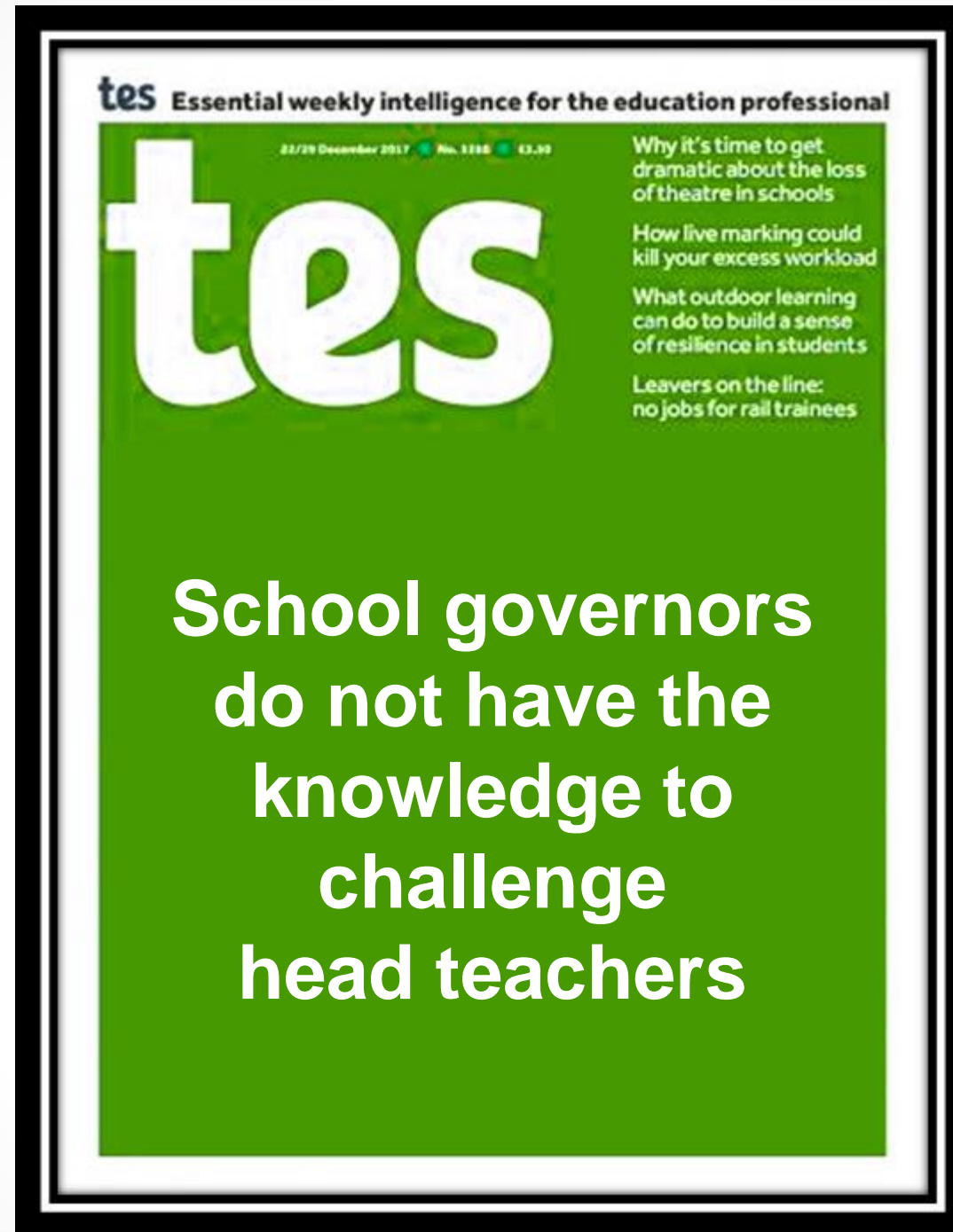
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Governance and School Improvement Consultant*

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**As a governing body,
your three core functions are:**



1.

**To ensure clarity of strategic direction,
vision and ethos of your school.**

2.

To hold executive leaders to account for the educational performance of the school, and its pupils.



The background of the slide is a dense, swirling mass of US dollar bills, primarily \$100 bills, falling from the top towards the bottom. The bills are slightly blurred and overlap, creating a sense of motion and abundance. The overall color palette is a mix of the green and yellow of the bills, with a darker, almost black, central area where the bills are most concentrated.

3.

**Overseeing the financial performance
of the school and ensuring that money
is well spent.**

To hold executive leaders to account for the educational performance of the school, and its pupils.



- Who are the executive leaders?
- Are school governors accountable?
- Is the head teacher solely responsible for the successes and failures of a school?
- Is the head teacher the font of all knowledge?

What is Governance?



Governance is not a status.
It is a responsibility.

What is Governance?





As the school leadership team, children's success or failure is in your hands.

Getting the relationship right

Activity 1

Considering staff governor relationships

Can this ever be the way?



Or maybe this?



Or perhaps it looks a bit more like this?



**What personal attributes do you need,
to be able to challenge effectively?**

Activity 2

Considering personal attributes
for effective governance

Vital Attributes

- Passion
- Knowledge and understanding
- Skills — including interpersonal skills

Support and Guidance for School Governors

Welcome Trust guidance for governors.

Primary:

- Teaching
- Curriculum
- Resources
- Careers
- Assessment

Support and Guidance for School Governors

Secondary:

- Teaching
- Facilities
- Choices
- Careers
- Enrichment
- Results

Fact Finding

Where do I go to gather the information I need, in order to challenge and improve?

Activity 3

Conducting the school improvement conference

How to conduct a school improvement conference

- Clear roles discussed and understood
- Talk to the right people
- WE not YOU
- Shared responsibility
- Support for success
- Create clear action plans for future development
- Regular updates
- and adjustments for all stakeholders
- No blame culture.

Activity 4

Conducting the school improvement conference and creating an action plan

What have we learned today.

Think / Pair / Share

- 3 core functions of governors.
- Being part of the team.
- Personal attributes of governors.
- Discussion headings.
- Who to contact for fact finding discussions.
- The interpersonal skills required for a purposeful school improvement process.
- How to conduct a school improvement conference and create a purposeful action plan.

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