



**ROSEBANK SCHOOL**  
**Governor Development Plan**  
**2018**



## ROSEBANK SCHOOL GOVERNOR DEVELOPMENT PLAN 2018

PRIORITY AREA 1 : Ensure that governors provide the best support, challenge and levels of resourcing to promote highly effective leadership and management – including their own performance as a governing body – with high impact on school effectiveness					
Key performance indicators (KPIs)				How governors will check that KPIs are being achieved:	
<ul style="list-style-type: none"> <li>• Governor knowledge and expertise – stronger basis for challenge</li> <li>• Wider evidence base from which governors can understand and evaluate the school's work</li> <li>• Staff understanding of the role of governors and their work</li> </ul>				<ul style="list-style-type: none"> <li>• Quality of feedback notes</li> <li>• GB minutes reflect increased knowledge and expertise</li> <li>• Before and after simple survey</li> </ul>	
Action	Person responsible	Start date	End date	Monitoring	Resources/Finance
<b>Ensure that governors engage and work with a wide range of staff</b>					
Initial meeting with staff – for a governor/governors to set out intentions for this objective and exchange ideas on how to develop this work	A White, with other governors	16/04/2018	16/04/2018		Staff meeting time
Plan activities in the light of the discussion with staff above to include feedback from governors in to staff meetings	J Boyer & G Millar	April 2018	Ongoing		Staff meeting time
'Before' and 'After' staff survey – to assess their current understanding of the role of governors and of governors' work	L Lee & A White	16/04/2018	Dec 2018		HT time for survey design. The Key resource
Improve arrangements for circulation to staff of non-confidential aspects of governing body meetings	J Boyer (Teachers), G Millar (TAs) & Clerk (Support staff)	April 2018	Ongoing		Staff meeting time
<b>Inputs from pupils to governors' meetings</b>					
With the headteacher, plan a series of inputs from pupils to governing body meetings with a focus on: <ul style="list-style-type: none"> <li>• The work of the pupil council (Spring term)</li> <li>• Integration with local community (Autumn term)</li> </ul>	L Lee	March 2018	Ongoing		Teacher and pupil time to deliver

• Transfer to secondary school (Summer term)					
<b>Lucy's briefing on 2018 – standing agenda item on FGB</b>	Clerk	Jan 18	Ongoing		Governing Body meeting time
1: All key staff and governors will be secure in their knowledge of ASP (Analyse School Performance), the DfE's results database.	L Lee	Jan 18	Jan 19		
2: The school website will be compliant, informative and up to date (Including Governor FG overseeing Compliance Tracker)	L Lee & F Gjertsen	Jan 18	Jan 19		
3: The updated Rosebank Curriculum leads to a balanced timetable which accurately reflects and supports the learning abilities and autism needs of each child.	L Lee	Jan 18	Jan 19		
4: Safeguarding pupils across the whole day.	L Lee	Jan 18	Ongoing		
5: School Vision and Values will be updated to ensure they accurately reflect how we are moving forward as a school community (Including the TSA)	L Lee	Jan 18	July 19		
<b>Gov devpt plan – also standing item for review of progress (live doc)</b>					Governing Body meeting time
1 : Ensure that governors provide the best support, challenge and levels of resourcing to promote highly effective leadership and management – including their own performance as a governing body – with high impact on school effectiveness	Governing Body	Jan 18	Ongoing		
2 : Ensure that governors provide the most effective support, challenge and levels of resourcing to promote the highest possible quality of teaching and curriculum provision	Governing Body	Jan 18	Ongoing		
3: Ensure that governors provide the most effective support, challenge and levels of resourcing to promote the best possible pupil outcomes with regard to personal development, behaviour, safety and welfare	Governing Body	Jan 18	Ongoing		
4: Ensure that governors provide the most effective support, challenge and levels of resourcing to promote high pupil achievement	Governing Body	Jan 18	Ongoing		
<b>Support for new governors – buddy system</b>					

To identify and 'link up' a buddy with each new governor	Clerk	On appointment of new governor(s)	Ongoing		
<b>Data protection</b>					
Governor to attend GDPR course	Training governor, with all other governors also invited	When school staff trained			Finance for training
Updates from SBM to FGB meeting, via Headteacher's report	SBM	March 2018	Ongoing		SBM's time



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### PRIORITY AREA 2 : Ensure that governors provide the most effective support, challenge and levels of resourcing to promote the highest possible quality of teaching and curriculum provision

Key performance indicators (KPIs)				How governors will check that KPIs are being achieved:	
<ul style="list-style-type: none"> <li>Governor's developed understanding of the role of subject co-ordinators</li> <li>Wider evidence base from which governors can understand and evaluate the school's work</li> <li>Governors will be confident that levels of support, challenge and resourcing are optimum</li> </ul>				<ul style="list-style-type: none"> <li>Governors will have met with subject leads</li> <li>GB minutes reflect evaluation of school's work</li> <li>Impact notes from Governor meetings show increased knowledge and confidence in the systems</li> </ul>	
Action	Person responsible	Start date	End date	Monitoring	Resources/Finance
<b>Sharpen arrangements for governors' monitoring of the curriculum</b>					
Subject leads to present their subject to FGB meeting (English, Maths, Science, EYFS & Computing)	Subject Leads	March 2018	Ongoing		Teacher time to prepare, cover costs
Govs to engage with staff, by visiting the school, in this aspect of their work	Governors, particularly those with curriculum responsibilities (English, E-Safety, Attainment, Maths, EYFS & PSHCE)	March 2018	Ongoing		Governor and teacher time set aside
Govs regularly probe at meetings staff views on whether levels of resourcing are allowing the delivery of a curriculum well matched to pupils' needs	All governors	March 2018	Ongoing		
Governors to view the school's website to read & familiarise themselves with the curriculum and timetable	All governors	March 2018	Ongoing		
Case studies to illustrate the full impact of the curriculum and teaching (specify – e.g. two from KS1 and two from KS2 per year)	L Lee	June 2018	End of Summer term		Teacher and headteacher time to construct case studies. Cover costs for teachers.



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### PRIORITY AREA 3: Ensure that governors provide the most effective support, challenge and levels of resourcing to promote the best possible pupil outcomes with regard to personal development, behaviour, safety and welfare

Key performance indicators (KPIs)	How governors will check that KPIs are being achieved:				
<ul style="list-style-type: none"> <li>Governor knowledge and understanding around PREVENT and BVs</li> <li>Safeguarding will remain an area of strength for the school with governor support</li> <li>Safer Recruitment processes will be strengthened through governor knowledge</li> </ul>	<ul style="list-style-type: none"> <li>Safeguarding report</li> <li>Safeguarding monitoring from LA</li> <li>Quality of feedback notes</li> <li>GB minutes reflect increased knowledge and challenge</li> </ul>				
Action	Person responsible	Start date	End date	Monitoring	Resources/Finance
<b>Re-visit PREVENT and British Values</b>					
Input from pupils, feedback from tapestry via work/picture evidence	L Lee & J Cookson to collate	January 2018	Ongoing		
Governors to familiarise themselves with British Values section within website (prepared by lead staff) & to attend Monday assembly where the school celebrates British Values	Governors	January 2018	Ongoing		
<b>To strengthen the governor role in safeguarding</b>					
Engage with the LA on transport issues whenever possible to ensure safeguarding remains a strength beyond the school walls.	Govenors	January 2018	Ongoing		
Governors challenge SLT on improvements to the safeguarding systems across the school day and beyond.	Governors	January 2018	January 2019		
Relevant governors (Ann, Dilys, Tamara & Vicky) to complete Safer Recruitment Training	Training governor	January 2018	End February 2018		Training costs
To review governor with Safeguarding responsibility, and train them appropriately	All governors	March 2018	Ongoing		Staff time
Safeguarding governor to attend termly safeguarding meetings within school, gaining a firm understanding of CPOMS (Safeguarding and Child Protection Software for Schools)	Safeguarding governor	April 2018	Ongoing		CPOMS (£500 per year)



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### PRIORITY AREA 4: Ensure that governors provide the most effective support, challenge and levels of resourcing to promote high pupil achievement

<b>Key performance indicators (KPIs)</b> <ul style="list-style-type: none"> <li>Governor knowledge and expertise – stronger basis for challenge</li> <li>Wider evidence base from which governors can understand and evaluate the school's work</li> </ul>	<b>How governors will check that KPIs are being achieved:</b> <ul style="list-style-type: none"> <li>Quality of feedback notes from training</li> <li>GB minutes reflect increased knowledge and challenge</li> </ul>
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Action	Person responsible	Start date	End date	Monitoring	Resources/Finance
<b>All key staff and governors will be secure in their knowledge of ASP (Analyse School Performance), the DfE's results database.</b>					
Training – Governors to attend training relating to learning, achievement and assessment procedures	Training Governor	Spring 2018	Summer 2018		Training costs
Governors to challenge Deputy Headteacher on achievement data presented at governor meetings	Governors	Spring 2018	Ongoing		
Governors on curriculum sub-committee to take a special interest in this area and in any relevant information sent out prior to meetings.	Sub-committee Governors	Spring 2018	Ongoing		
Governors to challenge SLT on how pupils are being prepared for end of key stage testing and what provisions are made for their individual needs.	Sub-committee Governors	Spring 2018	Ongoing		
Governors will maintain their high expectations of what pupils are capable of.	Governors	Spring 2018	Ongoing		