



BRETFORTON SCHOOL- GOVERNORS ACTION PLAN

Actions to be taken by Governors in relation to School Improvement 2017 -18

Please see associated documents: Pupil Impact Plan, SEF, SDP, MET, CDP

Key:

EH – Executive Headteacher

HoS -Head of School

CoG – Chair of Governors

PIP – Pupil Impact Plan

PIC – Pupil Impact Committee






CDP – Curriculum Development Plan

MET – Monitoring, Evaluation and Training (Schedule)

Key Performance Indicators

1. MET schedule clearly indicates where and when governors will be monitoring school development activities
2. Pupil Impact Committee minutes demonstrate that governors are systematically monitoring all aspects of school development featured in the PIP
3. Governing Body minutes (Full Governors Meetings) indicate that all monitoring is being systematically reviewed and that impact on pupils' outcomes is being evaluated.
4. Governors have, share and can articulate a clear vision for the future of the school





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Actions to be taken	Lead	Resources	Timescale	Success Criteria	Link to SEF/ School Development Plan	Monitoring and Evaluation	RAG
Priority: 1. A strategic plan for school development, including the monitoring of the impact that teaching is having on learning, is urgently established.							
1) The School will establish regularly reviewed S.E.F. and linked School Development Plan; these to be linked to the M.E.T. and kept under regular review. Linked to Governors monitoring Plans and Action Plan.	E.H and HoS	EH, CoG, HoS and GGB	All plans and monitoring programme in place by December FGB 2017.	Plans constructed Links between plans explicit Training programme dynamically reflects needs identified in SEF and from classroom observations.	1.1 1.3 1.6 1.8	CoG and EH (regularly) FGB (Termly)	
2) A programme of classroom observations and feedback to staff will form part of the SDP.	HoS	HoS, LoL	November 2017.	Teaching is uniformly at least Good	2.1	HoS, GoG	
3) Staff will receive support as appropriate from Subject and Area specialists from partner school.	EH, HoS	LoL	From 11/17	Programme of support meets teacher's needs; Impact of good teaching evident in pupil outcomes.	2.1 2.2	EH, HoS CoG	
4) Governors will establish a Pupil Impact Plan which will identify each area of Teaching and Learning and Learning Outcomes that are to be monitored, with individual governors being accountable for each named area.	Chair of PIC	Governors and Associates	PIP in place and Governor Accountabilities agreed November 7 th 2017.	Named Governors assigned to each area of accountability; Governors establish monitoring actions which are evidenced in reports and minutes of the PiC.	1.3 2.1 2.3	CoG	
5) A Pupil Impact Committee will receive monitoring reports from Governors in relation to the PIP and prepare summary reports for the FGB	Chair of PIC	Governors (members of PIC)	First meeting of PiC early 2018.	PiC establishes a variety of monitoring methods, receives reports and reports to FGB	1.8;2.1;2.2	CoG	



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Priority: 2 Improve the effectiveness of Leadership and Management							
Permanent post of Head of School (HoS) to be advertised first half of Spring Term 2018. Appointment from Autumn 2018	EH; CoG	EH; MAT Board; FGB	Early 2018 for Sep. '18	Suitable Head of School in post for September 2018	1.1	CoG; FGB	■
Development and monitoring of communication with parents has specific governor lead-accountability within PIP	AA	PIC	11/17 onwards	Parent satisfaction with communications reflected in parent survey Spring 2018	1.2 1.5	PIC	■
Governors a Pupil Impact Committee, with accountability roles assigned to individual governors, informed by MET and the Pupil Impact Plan.	KB	PIC	From 11/17	Governors monitoring role rigorously established evidenced in reports, PIC and FGB minutes.	1.3 1.8	CoG FGB	■
Named governor link will continue to support and monitor SEND and EYFS developments and liaise with teacher with responsibility.	MP	PIC	From 11/17	Half-termly data analysis reports to PIC Reduction of gap between ARE/ARE+ and ARE- children 100% of SEND children will make progress and 100 of matched children will achieve EoY targets 17/18	1.4 1.10 4.3 4.4 4.5	PIC	■
Governors to develop and share their broad vision for the school. Governors will	EH CoG	EH FGB	January 18	Governors are able to articulate the shared vision;		CoG	



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undertake a 'visioning exercise which will develop and improve the collective understanding of the shared vision.				Vision is apparent in job description for new HoS Governors able to articulate relationship between vision and school and governor plans	1.6		
Governors will monitor the implementation and impact of new curriculum models and means of assessment via named governor in PIP	JZ	PIP PIC	11/17	Governors will be informed of means of curriculum delivery, pupil-impact and any PD implications via reports to PIC, reflected in MET.	1.7	PIC FGB	
CoG to monitor that SEF,SDP, MET cycle and Governor plans are brought together into a regular cycle.	CoG	EH	12/17 on	All plans demonstrate inter-relationship FGB minutes demonstrate regular monitoring and review. Annual planning of governor monitoring demonstrated connectivity to school plans.	1.8	CoG FGB	
New Committee will monitor compliance requirements via named governor for each area of accountability.	JZ Standing Items Committee	EH MAT Board CoG	From Jan 2018	Website and other documents fully compliant with legislation	1.10	Chair SIC CoG FGB	

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Priority: 3. Improve pupils' attitudes to learning and producing quality work (personal Development, Behaviour and Welfare)							
Governors will monitor the application and outcome of the new behaviour policy and associated staff training.	CoG; EH;	HoS MET (staff training)	From December 2017	Records demonstrate that rewards outweigh sanctions by at least 15:1	3.1	CoG; FGB	
Governors will monitor the incidence of serious disruptive behaviour by vulnerable pupils and the effectiveness of the school's policies and actions in addressing these. This to include the development of more effective partnerships with parents.	CoG EH	PIC (AA) HoS	From 11/17	Reported incidents of extreme behaviour are rare; External agencies are effectively deployed evidenced by reported positive changes of individuals' behaviour; Tracking documentation demonstrates the support received by individual pupils	3.2	EH CoG FGB	

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Priority: 4 Improve outcomes for all pupils, building on improvements started in Reception and Y1							
Governors will monitor the development of a broader curriculum for all pupils through the PIP and the PIC with a specific governor being accountable within the PIC	JZ	PIP PIC CAP Assigned staff	From 11/17	Pupils work, staff planning and recording demonstrates the engagement of children in a broader curriculum, including all required aspects of the National Curriculum as appropriate to age.	4.1 4.2	JZ PIC FGB CoG	
Governors will specifically monitor the development and impact of teaching and learning in Mathematics, to support staff in ensuring that pupils progress is in line with ARE and other curriculum areas. A specific governor will be accountable within the PIC	KB	PIP PIC	From 11/17	Pupils attainment is in line with ARE and not noticeably different to other curriculum areas	4.1 4.2	KB PIC FGB	

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