



# Governor Monitoring Visit

<b>Name and role of governor(s)</b>	Dan Leonard – Parent Governor
<b>Name and role of staff member(s)</b>	Jon Bacon – Heat Teacher
<b>Date and time of visit</b>	28 <sup>th</sup> February 2022 – 4pm
<b>Type of Visit</b>	Presentation / Meeting / Learning walk
<b>Purpose of visit</b> <i>Make sure you focus on this agreed reason for the visit. Avoid getting distracted by other issues that haven't been agreed with the member of staff.</i>	To discuss the schools' leadership and management approach to the Ofsted expectations in support of governor monitoring.
<b>Relevant school objective or priority if relevant</b>	Leadership and management
<b>Objective(s) for the visit</b>	Inform governors about the schools approach to leadership and management
<b>Document, Data and Policies referenced as part of this visit</b>	<ul style="list-style-type: none"> <li>• Ofstead school inspection handbook</li> <li>• Staffing structure 2021-2022</li> </ul>
<b>Summary of visit activities</b>	Meeting with head teacher
<b>Key questions to explore</b> <i>Note specific questions you want to ask based on the SIP, or points to follow up on from a previous visit.</i>  <i>Share these questions with the staff member you're visiting in advance, so they can prepare.</i>	Can you provide an overview of the way you approach leadership and management? I'd like to really get a broad feel for how you tackle management and leadership as a whole so that I can make a more informed judgement on areas of focus next time.

<b>What is the school doing within this area of focus?</b>
The schools' focus is clearly on the implementation of the short/medium term improvement plan. The organisational structure has been clearly set out to allow a child focused organisation whilst also providing the framework to allow the necessary performance management and supervision of staff.

<b>How do you know the school's actions are having an impact?</b>
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Changes in the organisational structure, specifically the introduction of key stage leads and subject leads are providing the framework for learning across the faculty and have freed up teachers to focus on time with children. This is clearly shown in the staffing structure and supported by teacher communication happening outside of teaching hours.

The school continues to develop methods and improve ways of building capability. For example, they are exploring techniques such as recording lessons to play back to the teacher (other teachers where comfortable) to allow critical appraisal of teaching techniques.

#### **How do you know the school's actions are having an impact?**

Due to the nature of the visit, it was not possible to gather specific evidence. However, in my view based on the discussions held, the organisational structure, staff development, consideration of career development and CPD are generally in line with norms/expectations for a professional organisation. Therefore, the direction being taken is likely to deliver a positive impact and lead to a well aligned and motivated faculty.

The focus of the discussion was the approach to leadership and management of the staff. Future monitoring visits could gather more evidence by focusing on the success of the approach, possibly by checking the consistency of understanding across a small cross-section of the teaching staff.

#### **What successes stood out and why?**

It was apparent that the school is very aware of the individual professional and career development needs of the teachers and that this forms part of a very child focused approach.

I was impressed by the structure that has been put in place, noting that there are quite heavy limitations on budget, career progression and time for staff to communicate between each other.

#### **Questions and clarifications to follow up with the headteacher or chair of governors.**

None

#### **Impact assessment**

I have been able to satisfy myself that the school has a strong short/medium term leadership and management strategy and that the strategy is being implemented successfully.

I would like to touch on how successfully the strategy is 'finding it's way' into the classroom but a wider visit, but I believe the approach being taken has a high probability of success.