



Self -Evaluation

Improving performance

18 July 2019

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and
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Aims of today's session:

By the end of the session you will:

- know how to recognise strengths and areas for development for individual governors and the governing body/board
- be aware of good practice in the creation of a governor development plan, linked to the strategic vision for the school

Effective Governance



Governance handbook

For academies, multi-academy trusts and maintained schools

March 2019



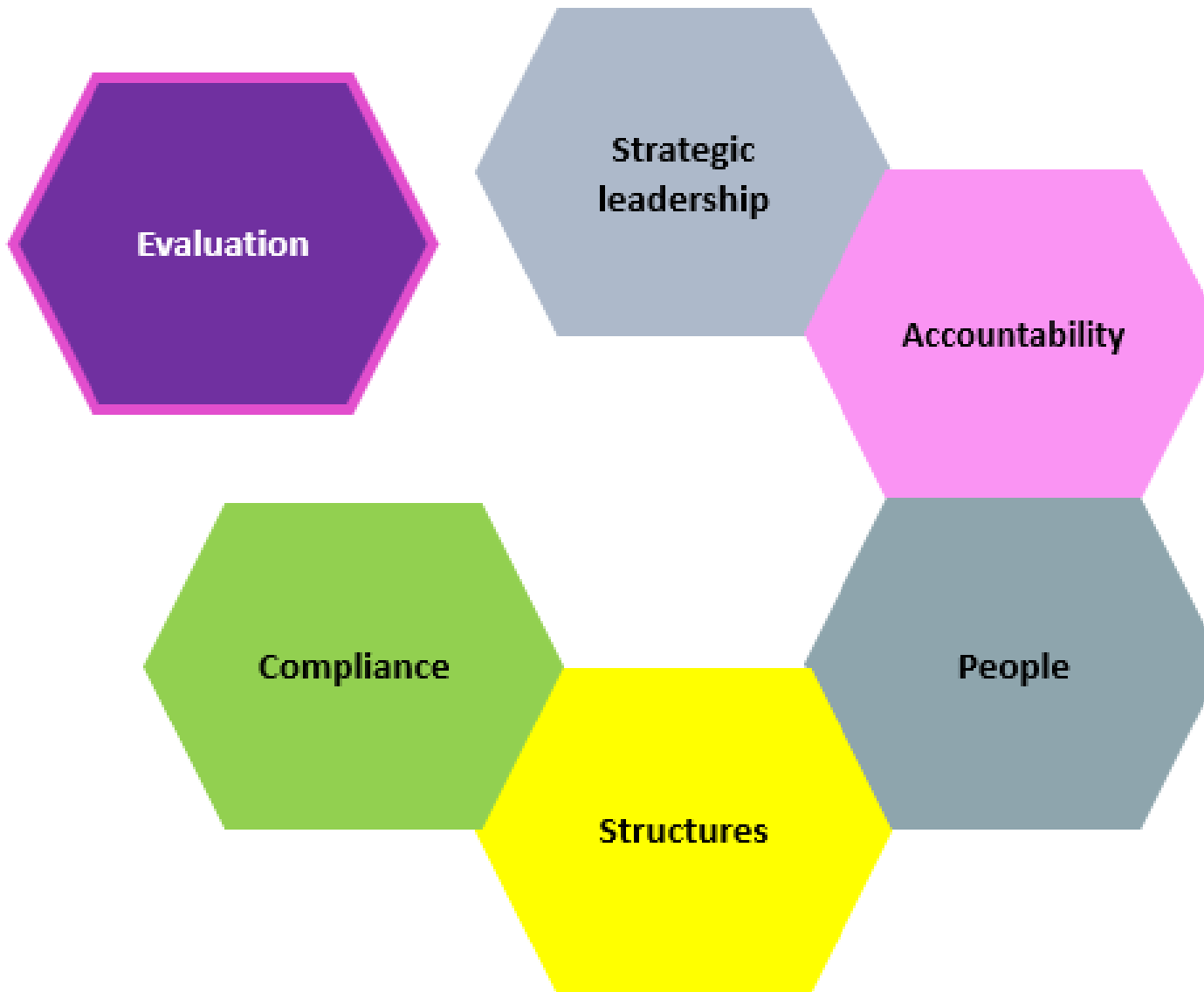
A Competency Framework for Governance

The knowledge, skills and behaviours needed for effective governance in maintained schools, academies and multi-academy trusts

January 2017



**GOVERNORS
FOR SCHOOLS**



Evaluation

- Managing self-review and development
- Managing and developing the board's effectiveness



Monitoring the board's effectiveness is a key element of good governance.

Why it's important

- Evaluating the board's effectiveness is a key element of good governance.
- The board needs to assess its effectiveness and efficiency and ensure ongoing compliance with its statutory and legal duties
- Individuals should also reflect on their own contribution helping to create a stronger and more motivated board

Evaluating individual contribution

Everyone on the board

Knowledge

- recognises their own strengths and areas for development and seeks support and training to improve knowledge and skills where necessary

Skills and effective behaviours

- is outward facing and focused on learning from others to improve practice
- maintains a personal development plan to improve his/her effectiveness and links this to the strategic aims of the organisation
- is open to taking-up opportunities, when appropriate, to attend training and any other opportunities to develop knowledge, skills and behaviours
- obtains feedback from a diverse range of colleagues and stakeholders to inform their own development
- undertakes self-review, reflecting on their personal contributions to the board, demonstrating and developing their commitment to improvement, identifying areas for development and building on existing knowledge and skills



Personal reflection

Individuals should reflect on their own contribution to helping create a stronger and more motivated board

Poll #1

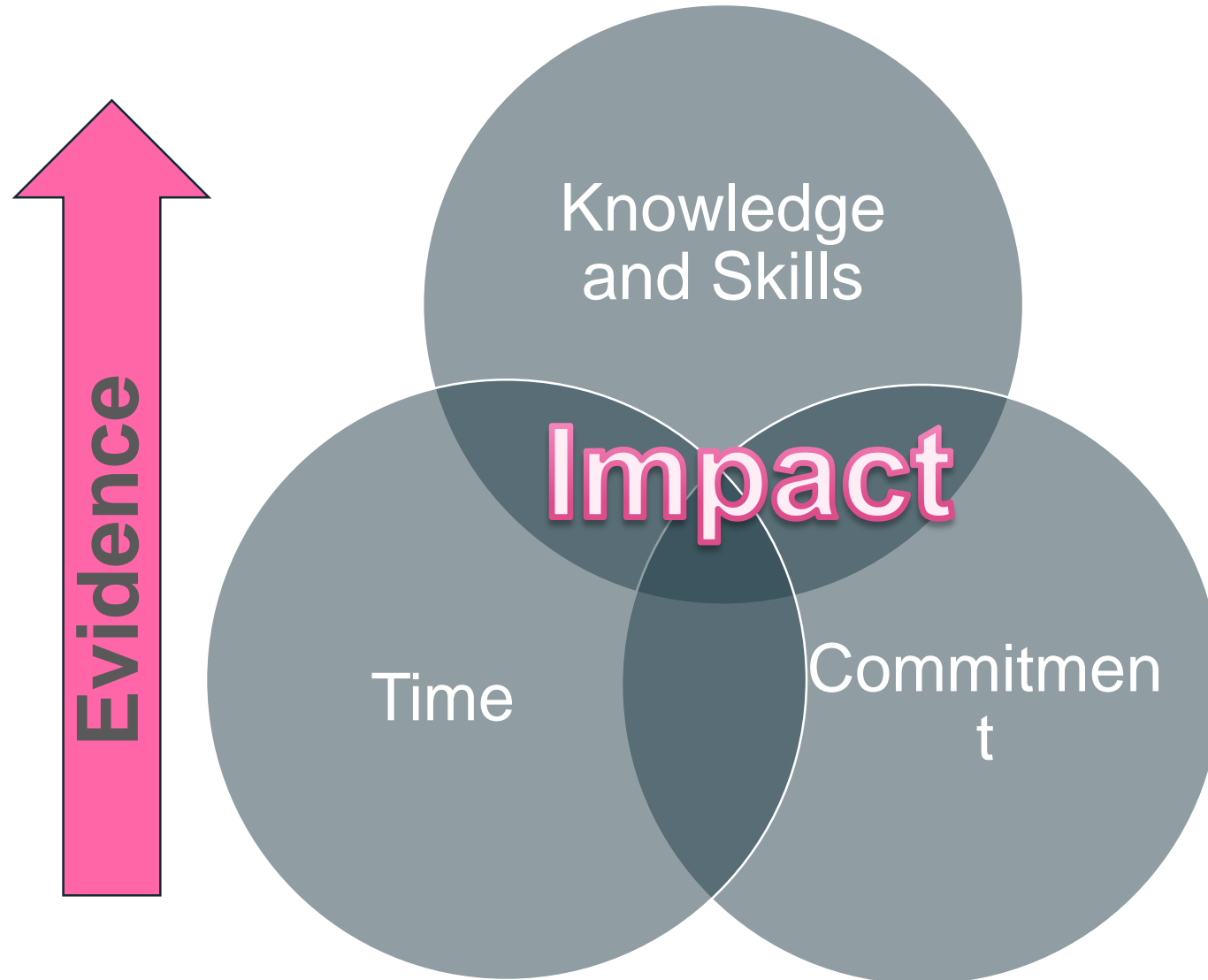
Which of these have you engaged
in this year?

Board Effectiveness

It is essential for the board to reflect on its own effectiveness including the effectiveness of its processes and structures.

This will assist in building relationships and **improving accountability**, and will enable the board to ensure that there is a **clear distinction between strategic and operational leadership**. It will also assist in setting the **tone and culture** of the board.

Effective Governance



Evaluating the Board

The board/body needs to assess its effectiveness and efficiency, and ensure ongoing compliance with its statutory and legal duties under review



Everyone

Everyone on the board

Skills and effective behaviours

- evaluates the impact of the board's decisions on pupil/student outcomes
- utilises inspection feedback fully to inform decisions about board development
- contributes to self-evaluation processes to identify strengths and areas for board development

Poll #2

Does the governing board....

Evaluation board

performance

A non-prescriptive approach could include

- Skills audit (annually)
- Self reflection and annual conversations
- EEF – DI Evaluation Guide tool
- Desktop analysis - minutes, training and visits
- Reshape or restructure
- External review

Next Steps

- Reflect on your own performance and areas for development
- Engage in board self-evaluation
- Reflect on findings and develop an action plan for effective implementation in 2019/20

What you need to know, when you need to know it



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