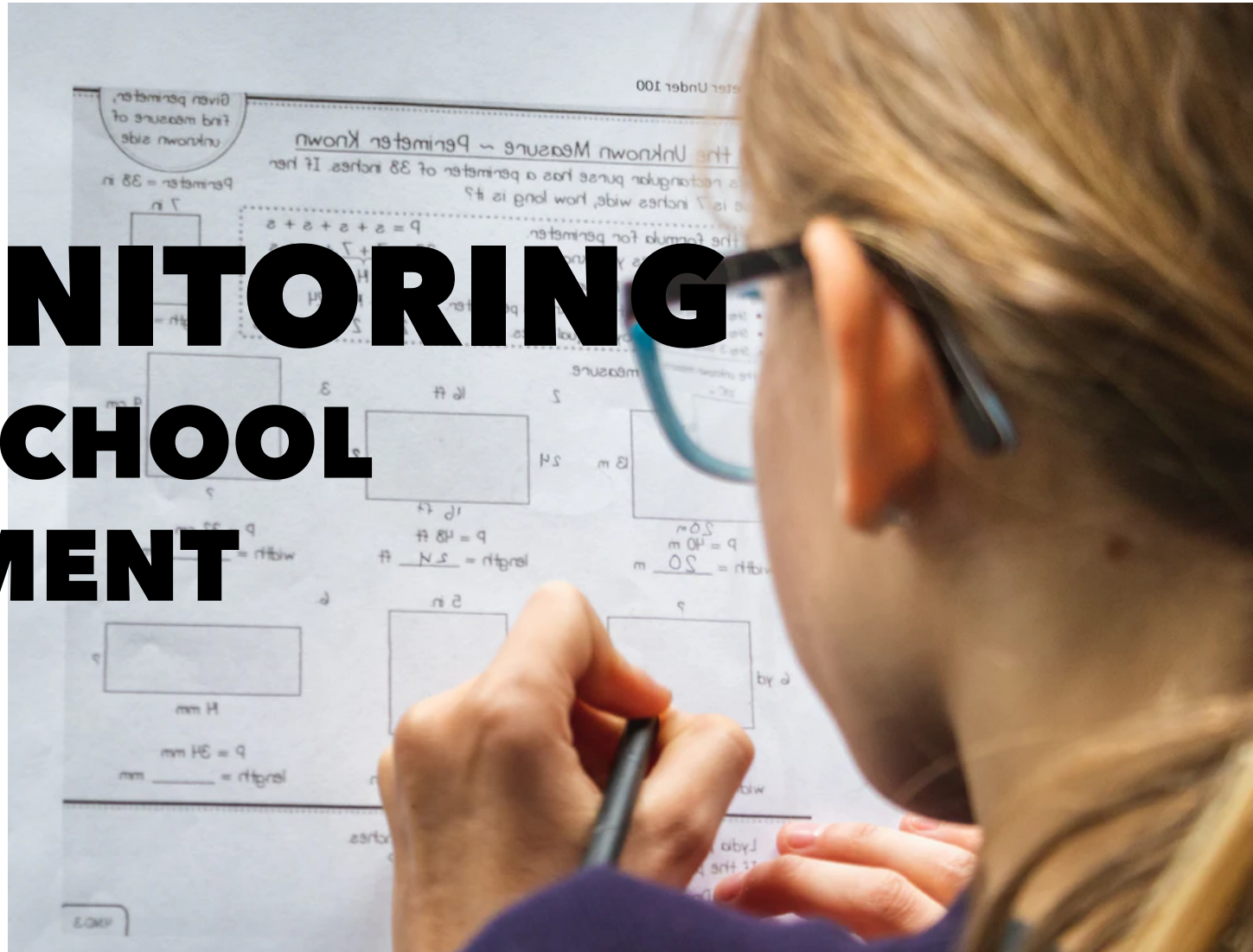




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HOW MONITORING IMPACTS SCHOOL IMPROVEMENT

WITH
GOVERNANCE DEVELOPMENT
OFFICER
MIKE SIMMONDS

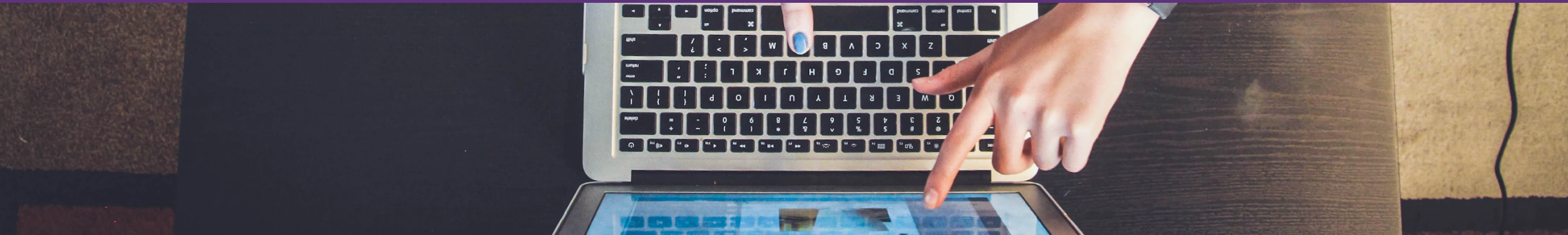




Monitoring



What are the goals of governance monitoring?



Occasional visits to schools enable governors to:

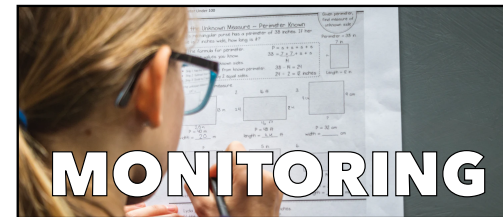
- fulfil their statutory responsibility for the conduct of the school
- see whether the school is implementing their policies and improvement plans
- see how their policies and improvement plans are working in practice

Maintained schools governance guide

Published 7 March 2024



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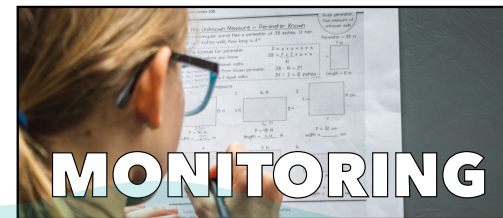




Forensic examination or spotlight?



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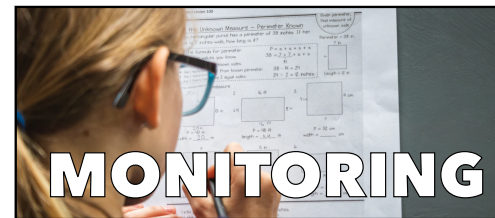




Find Fault or celebrate?



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Guidance

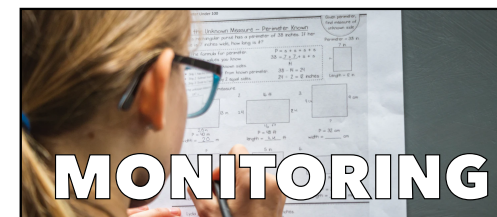
School monitoring handbook

Updated 11 July 2022

14. Through our monitoring programmes, inspectors will evaluate how school leaders and those responsible for governance roles are **improving the school**. Inspectors will identify the factors that are leading to **sustainable improvement** and any barriers that may prevent improvement from happening as quickly as it should.



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Guidance

School monitoring handbook

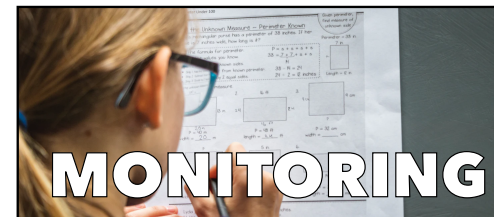
Updated 11 July 2022

42. Each monitoring inspection will focus on how the school is **progressing towards becoming good** Inspectors will seek to understand the extent to which school leaders have identified the weak areas of the school and whether they are taking the necessary steps to improve.



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Holding the School to account
Asking challenging questions

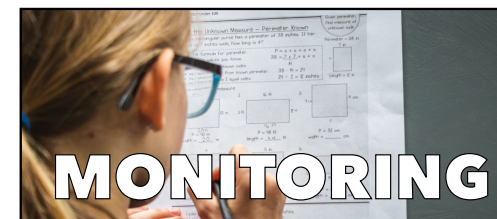
Asking the right questions “rightly”
Recognising whether the answers are correct
Celebrating success

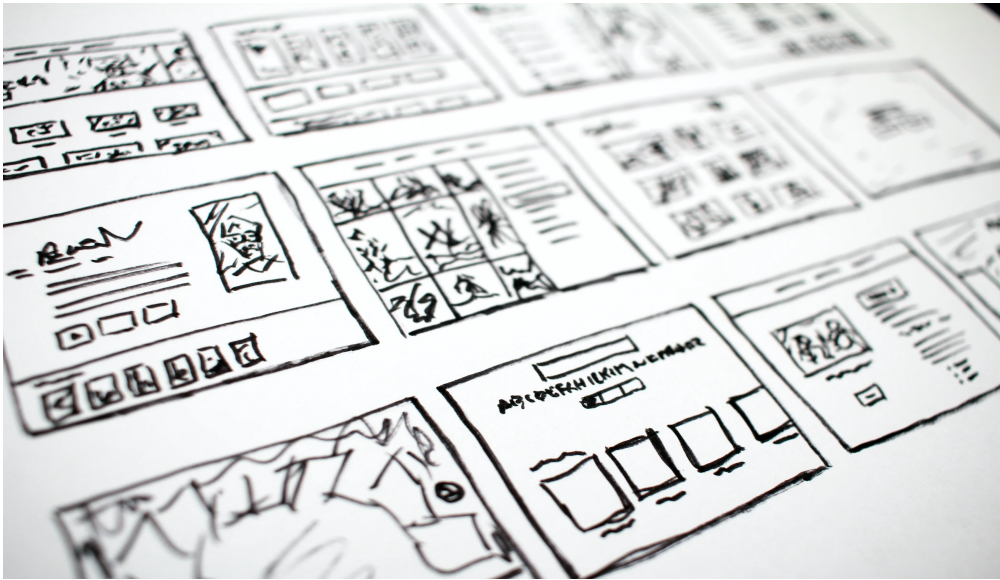
MONITORING - BEING CURIOUS

MONITORING - ENABLING IMPROVEMENT



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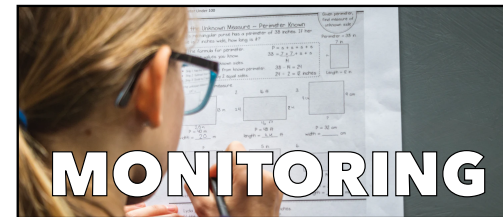




Strategic v Operational



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the vision, ethos and strategic direction of the school are clearly defined

Securing the Christian Character

Church of England Vision for Education

Deeply Christian, Serving the Common Good

the headteacher performs their responsibilities for the educational performance of the school

the sound, proper and effective use of the school's financial resources

strategic oversight for the school's safeguarding arrangements.

STRATEGIC QUESTIONS



MONITORING

**WHAT?
HOW?
WHY?**

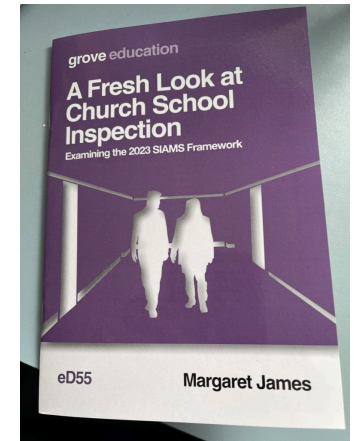
What are
our
priorities?

How are we
doing?

Why are
you....?

An expectation for SIAMS from Dr Margaret James

Inspection in a Christian manner will always be **respectful**; it will always honour and dignify those involved; it will always be **compassionate and take context** into account; and it will always **seek to understand the truth**. Those carrying it out will always be cognisant of their status as fleeting guests within schools. They will be **kind, open-minded, fair, expert and approachable**, whilst simultaneously being **determined, rigorous, challenging, authoritative and evidence-led**.

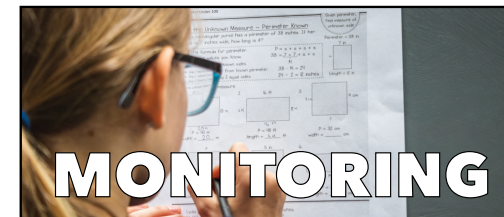


Dr Margaret James - Grove Book

A MODEL FOR MONITORING



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grove education

Governance in a Christian Manner



eD59

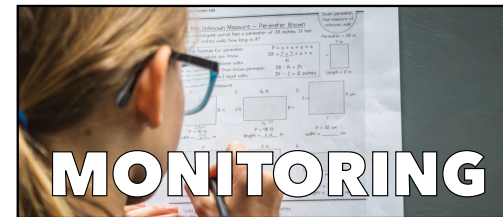
Mike Simmonds

“...governing in a Christian manner takes on an even deeper meaning and purpose. Each key responsibility could be interpreted and managed practically and pragmatically. Whatever measurement is used, this can be effective and provide for a successful school. However, a governor developing their approach from the foundation of a Christian mindset or worldview will bring an added dimension to their role. This may have different meanings to different people and depends on their own journey of faith.”



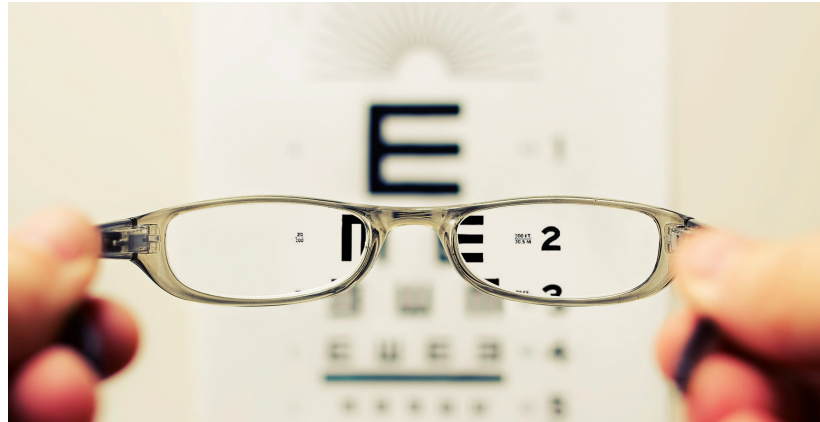
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grovebooks.co.uk/series/education



Permission Required

No Judgments



Avoid stress times

Not confrontational



Impact

Educational performance

Personal Development

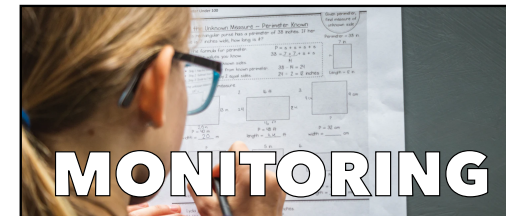


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monitor /'mɒnɪtə/
verb

gerund or present participle: **monitoring**

1. observe and check the progress or quality of (something) over a period of time; keep under systematic review.





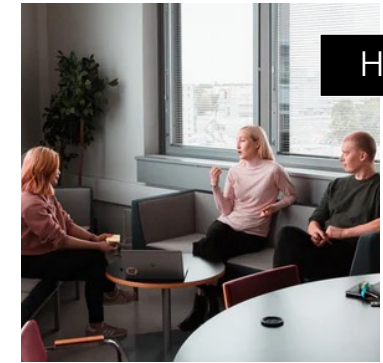
WALK

LEARNING ENVIRONMENT WALK



LEADS

UPDATES FROM:
RE LEAD
CW LEAD



HT/SL

HT/SL DISCUSSION



CW

MONITORING COLLECTIVE WORSHIP



PUPILS

PUPIL Q&A

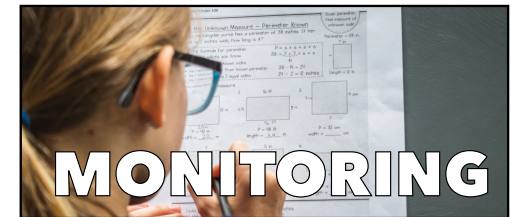


WEBSITE

WEBSITE EVALUATION



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MONITORING

Focused governor monitoring visits should be:

- in line with SIP priorities
- for an identified purpose linked to the governing body's responsibilities, such as safeguarding
- pre-arranged with the headteacher or executive headteacher

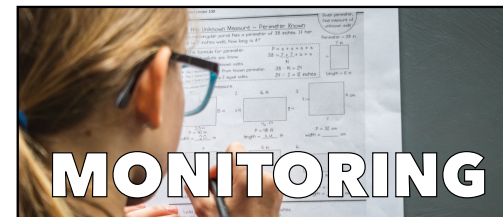
It is not the governing body's role to assess teaching and learning or to interfere in the day-to-day running of the school.

Maintained schools governance guide

Published 7 March 2024



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“....does the person you are talking to leave the conversation in a better place than they were when the conversation started?”

Buck, Andy. T

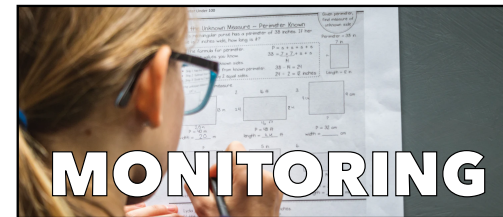


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BASIC coaching definition

A one-to-one conversation that focuses on the enhancement of learning through increasing self-awareness and a sense of personal responsibility, where the coach facilitates the self-directed learning of the coachee, through questioning, active listening, appropriate challenge and, **when needed, practical guidance** in a supportive and encouraging environment **that leaves the coachee feeling clearer and more optimistic about the future.**





“There are three sides to every story, yours, ... mine ... and the truth. No-one is lying”

Robert Evans, Hollywood film-maker

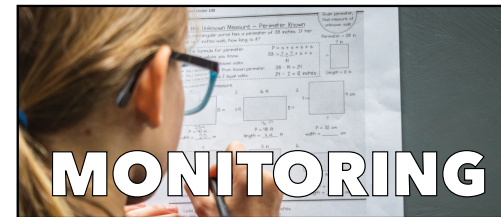


Written Reports/ Evidence

- Visits Policy
- Clear expectations
- Against policies, SEF and any decisions of FGB
- No judgements
- State what you see



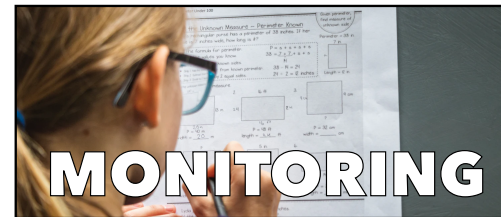
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Three Categories of Reports



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MONITORING REPORTS



**PREVIOUS
OFSTED REPORT**



SIAMS REPORT



**HEADTEACHERS
REPORTS**



**OTHER PROFESSIONAL
REPORTS**



**FINANCE
REPORTS**



**LA & DIOCESE ADVISORS
REPORTS**



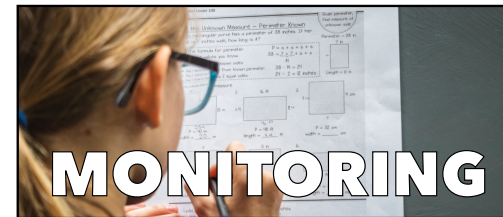
DATA REPORTS



**GOVERNOR VISIT
REPORTS**

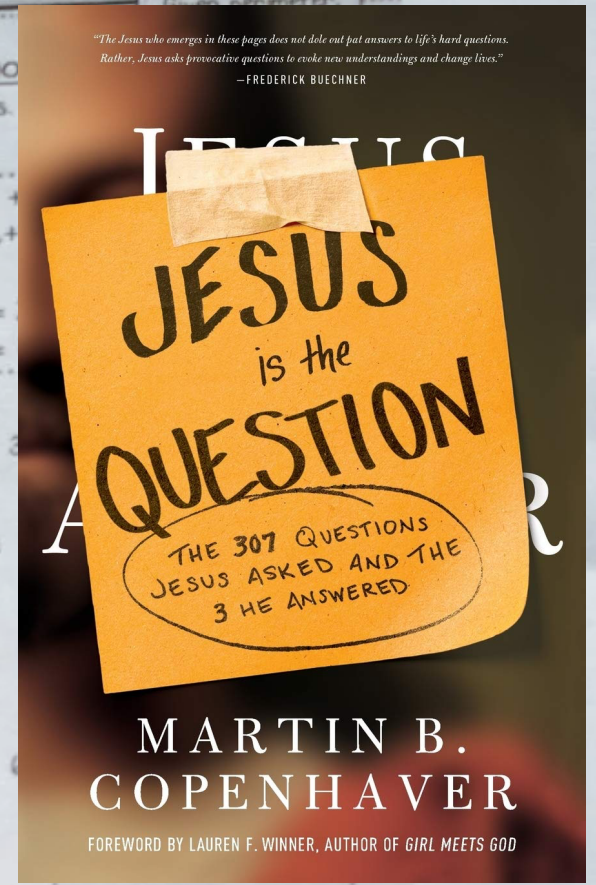
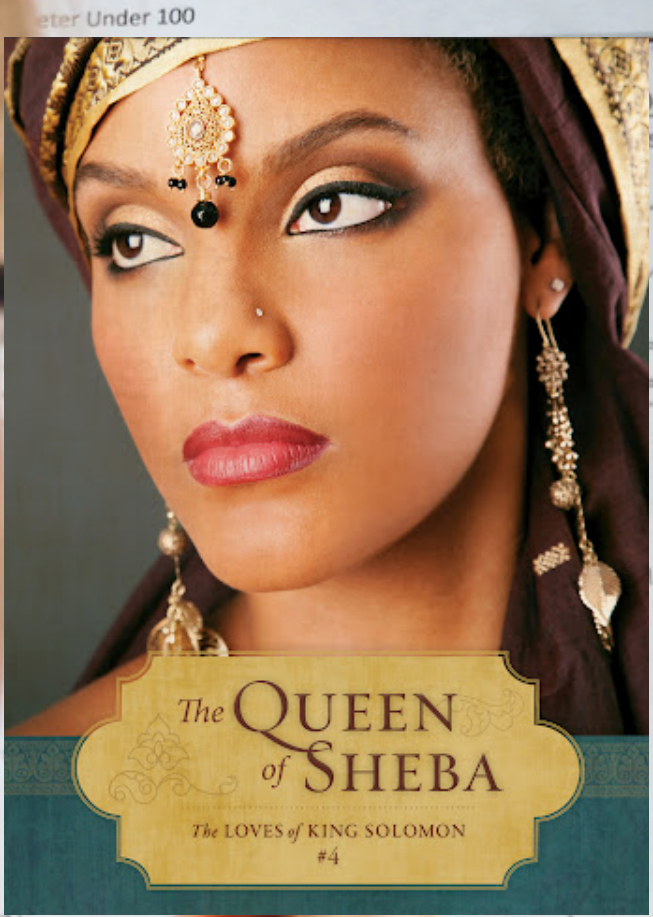


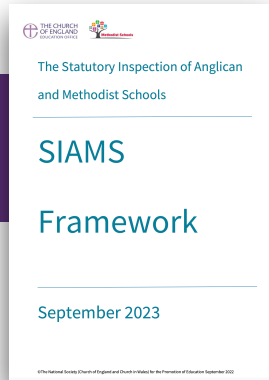
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HOW IS YOUR MONITORING IMPACTING
SCHOOL IMPROVEMENT?







INSPECTION QUESTIONS

IQ1

How does the school's theologically rooted Christian vision enable pupils and adults to flourish?

IQ2

How does the curriculum reflect the theologically rooted Christian vision?

IQ3

How is collective worship enabling pupils and adults to flourish spiritually?

IQ4

How does the theologically rooted Christian vision create a culture in which pupils and adults are treated well?

IQ5

How does the theologically rooted Christian vision create an active culture of justice and responsibility?

IQ6

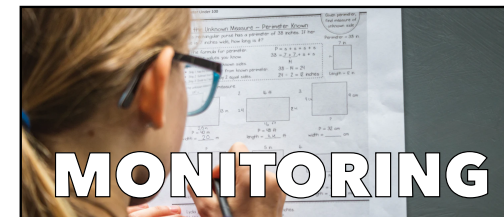
Is the religious education curriculum effective?

IQ7 - VA schools

What is the quality of religious education in (former) voluntary aided schools, or in former voluntary controlled schools in which denominational religious education is taught?



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What is it that is making you concerned about this?

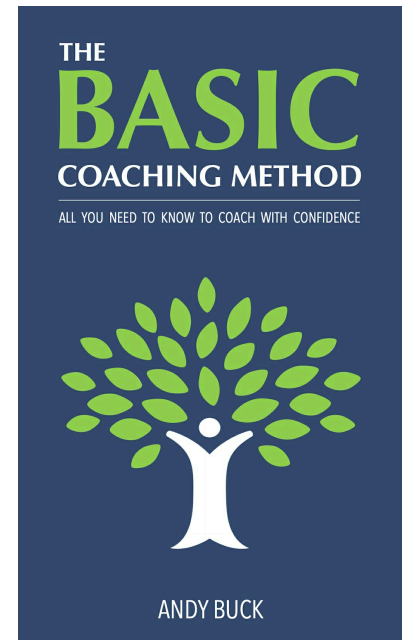
How can we work on this together?

Which of these might be your preferred option?

What are the circumstances in which you would want me to...

How might we improve on.....

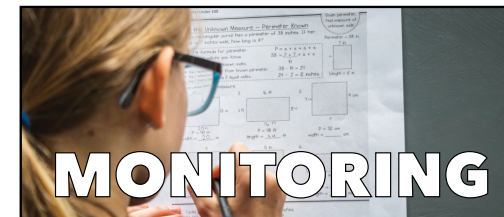
If I could... how might we resource it?



Coaching model to enable discussion



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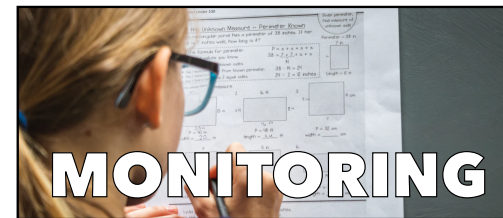




- Tell me more?
- Can you expand on that?
- What's another option here?
- How else could you do this?
- What other ideas do you have?



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Background

- ✓ What is our current position?
- ✓ Why does this matter?

Aim

- ✓ What is it we want to achieve?
- ✓ What will success look like?

Strategy

- ✓ How are we going to achieve it?
- ✓ What are the options here?

Implementation

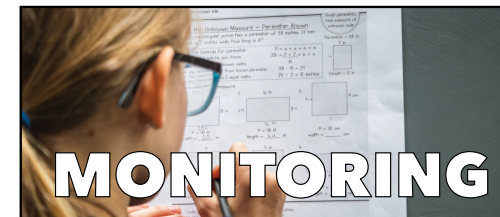
- ✓ What are the key steps we need to take?
- ✓ Who needs to be involved?

Commitment

- ✓ Which is the right approach?
- ✓ What do we recommend?



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present

GOVERNANCE PODCAST

FOR GOVERNORS OF CHURCH SCHOOLS

with

Mike Simmonds

Dawn Harrison

For information: mike.simmonds@chichester.anglican.org.uk

THE CHURCH OF ENGLAND
EDUCATION OFFICE

Methodist Schools

The Statutory Inspection of Anglican
and Methodist Schools

SIAMS

Framework

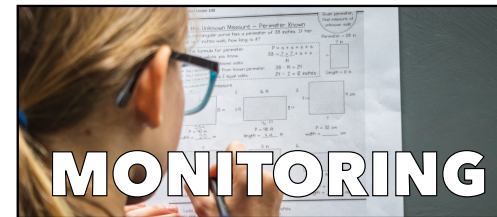
September 2023

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<https://governancepodcast.buzzsprout.com>



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Thanks and a happy Easter
msimmonds@chelmsford.anglican.org



<https://tinyurl.com/CDBEMonitoring>



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This may be shared by a governor who attended training but ONLY with their governance board

