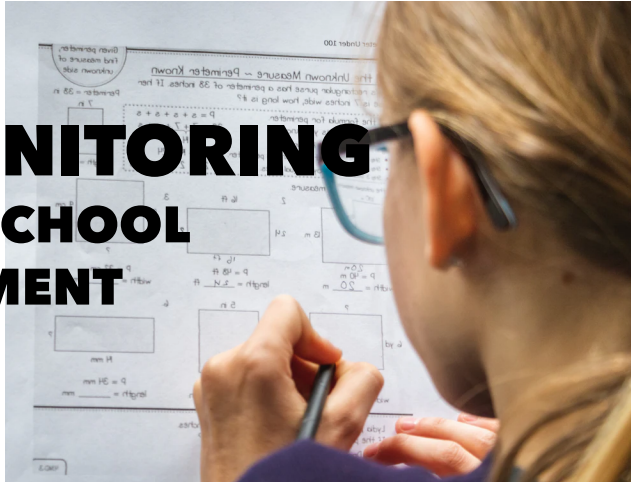




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HOW MONITORING IMPACTS SCHOOL IMPROVEMENT

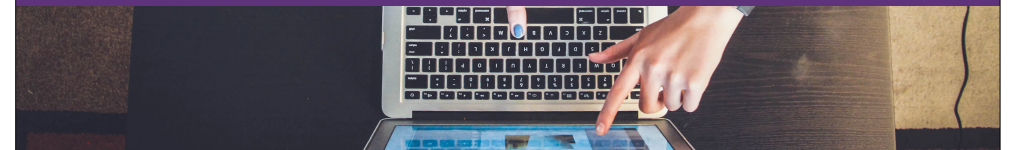
WITH
GOVERNANCE DEVELOPMENT
OFFICER
MIKE SIMMONDS



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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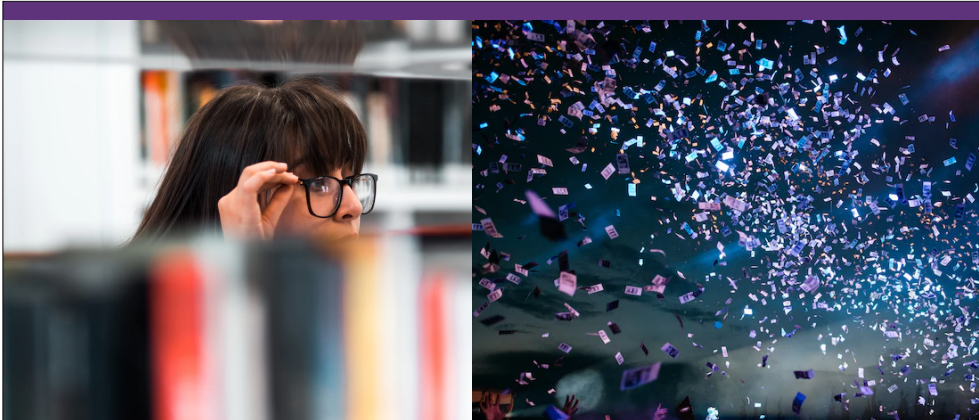


Forensic examination or spotlight?

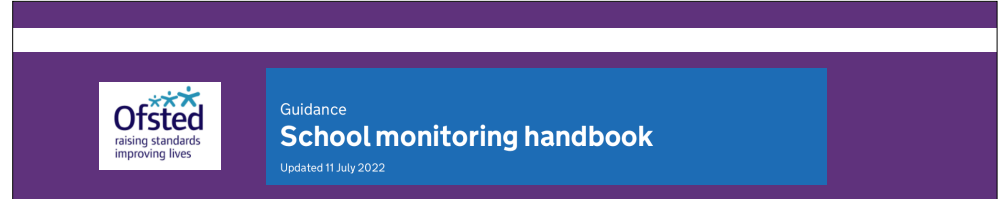


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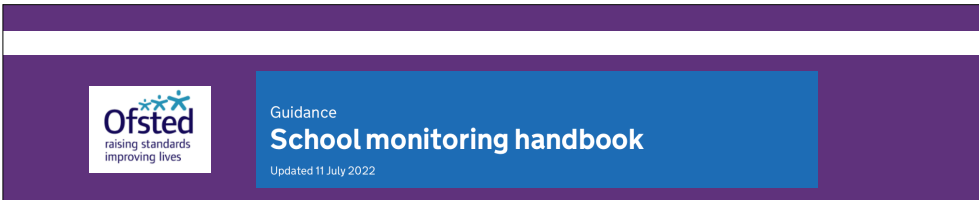




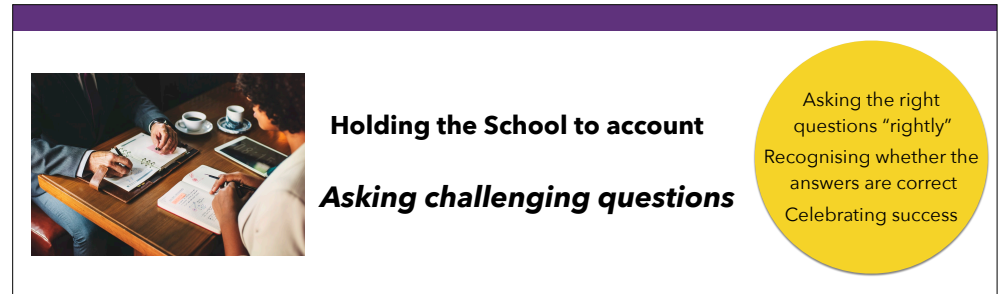
Find Fault or celebrate?



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.



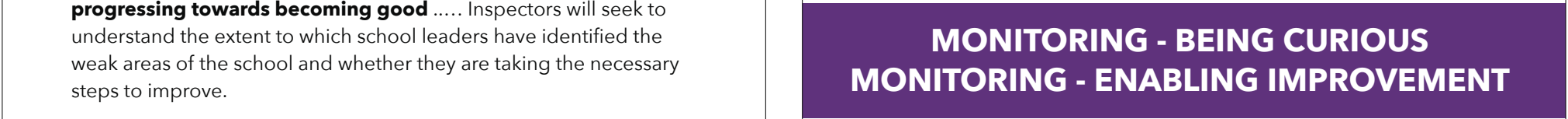
42. Each monitoring inspection will focus on how the school is **progressing towards becoming good** Inspectors will seek to understand the extent to which school leaders have identified the weak areas of the school and whether they are taking the necessary steps to improve.

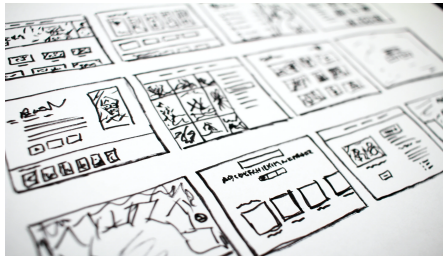


Holding the School to account

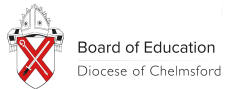
Asking challenging questions

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





Strategic v Operational



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.

Maintained Schools Governance Guide (March 2024)

STRATEGIC QUESTIONS

WHAT? HOW? WHY?

How are we doing?

What are our priorities?

Why are you....?

MONITORING

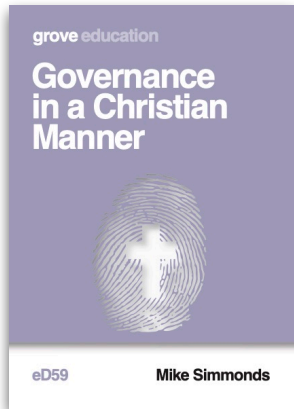
An expectation for SIAMS from Dr Margaret James

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**.

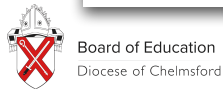
Dr Margaret James - Grove Book

A MODEL FOR MONITORING

Board of Education
Diocese of Chelmsford



“...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.”



grovebooks.co.uk/series/education



Permission Required

No Judgments



Avoid stress times

Not confrontational



Impact

Educational performance

Personal Development

monitor /ˈmɒnɪtə/
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.



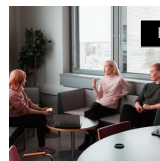
WALK

LEARNING ENVIRONMENT WALK



LEADS

UPDATES FROM: RE LEAD CW LEAD



HT/SL

HT/SL DISCUSSION



CW

MONITORING COLLECTIVE WORSHIP



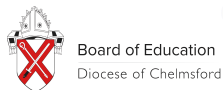
PUPILS

PUPIL Q&A



WEBSITE

WEBSITE EVALUATION



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





? 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.**

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

Buck, Andy. T



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

Robert Evans, Hollywood film-maker

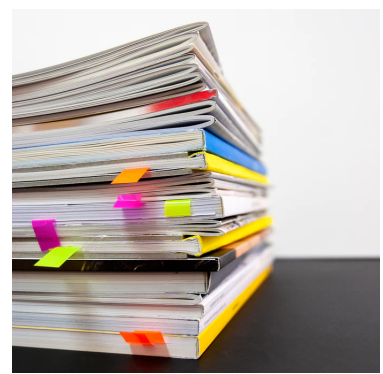


**Written Reports/
Evidence**

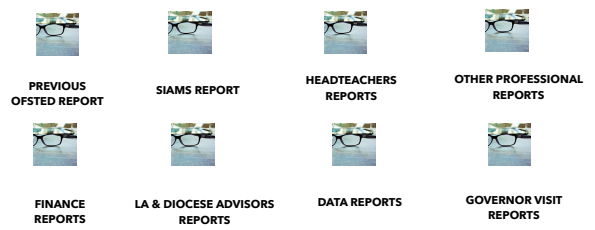
- Visits Policy
- Clear expectations
- Against policies, SEF and any decisions of FGB
- No judgements
- State what you see



Three Categories of Reports



MONITORING REPORTS





The Statutory Inspection of Anglican and Methodist Schools

SIAMS

Framework

September 2023

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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MONITORING

What is it that is making you concerned about this?

Which of these might be your preferred option?

How might we improve on....

How can we work on this together?

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

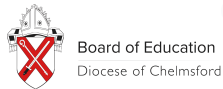
If I could... how might we resource it?

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MONITORING



- 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?

**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?



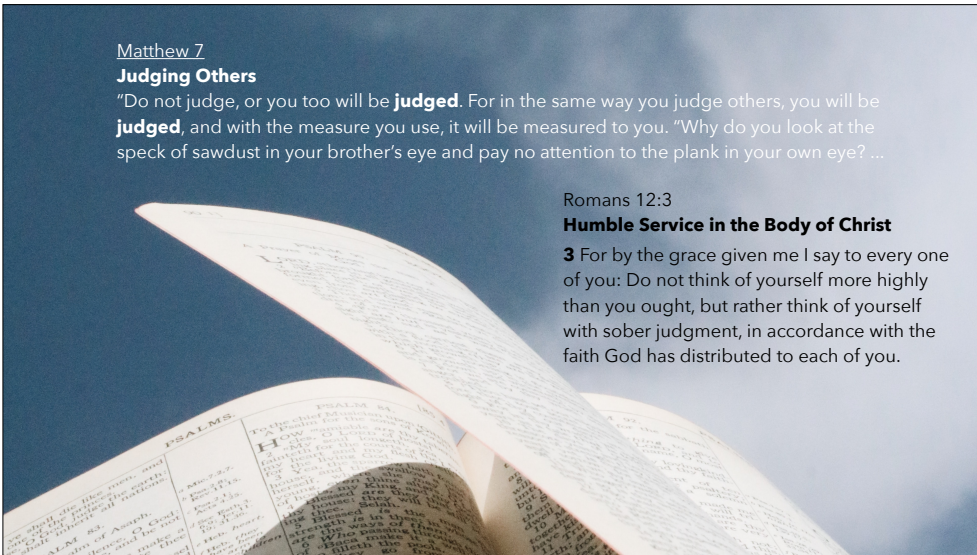
Matthew 7
Judging Others

"Do not judge, or you too will be **judged**. For in the same way you judge others, you will be **judged**, and with the measure you use, it will be measured to you. "Why do you look at the speck of sawdust in your brother's eye and pay no attention to the plank in your own eye? ...

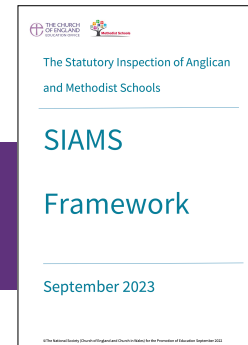
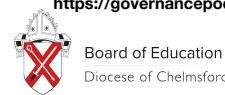
Romans 12:3

Humble Service in the Body of Christ

3 For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you.



<https://governancepodcast.buzzsprout.com>





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

