

**Sample questions used with individuals in a Learning Board review. Usually carried out by an external consultant, but could be adapted as part of an internal review.**

### **1. STRATEGIC LEADERSHIP**

1. Could you write the college strategy and aspirations for the future in 25 words?
2. What strategic questions do you feel need some attention by the full board?
3. How do you differentiate governance from management?
4. How well do you understand the views of learners and staff?
5. How is feedback from your stakeholders collected and communicated to the board? How is it acted upon? Can you give examples?
6. How does the board communicate its accountability and public value to stakeholders?

### **2. TRUST , SUPPORT AND CHALLENGE**

1. To what extent does the current governing board have the skills , knowledge and experience to fulfil its duties and how effective is board succession planning for the future?
2. How well does the board work as a team and how are lively, engaging debate and constructive conflict encouraged and handled?
3. How would you describe the relationship between the board and the senior executive team and is there a suitable balance of challenge and support? Could things be improved and in what way?

### **3. CORE BUSINESS - TEACHING, LEARNING AND ASSESSMENT**

1. How confident are you that we have the right balance of board activity in scrutiny and support across; Teaching, learning and assessment, Resources and Finances?
2. What in your experience is the current balance of time?
3. How confident are you about the quality of teaching , learning and assessment and on what do you base your judgement?
4. How well do you understand the data and are there improvements you would like to see?
5. What is the process for setting aspirational targets and then monitoring them?
6. How do you ensure you have sufficient understanding of what constitutes highly effective teaching and learning and the role performance management has in securing and improving standards?

### **4. BOARD CONTRIBUTION AND EXECUTION**

1. How would you rate both the quality and quantity of information provided so you can perform effectively?
2. Please use a scale of 1-4 ( Outstanding, Good, Satisfactory, Needs improvement) for both and give examples.
3. How effective is the board at making timely and informed decisions ? Are there any improvements you would like to see?
4. How and when does the board discuss the performance of the college against agreed goals, targets and key performance indicators and do these discussions make a difference ?
5. How well does the current committee system operate and how does it impact on full board meetings?

6. Is the current committee structure fit for purpose and how does it align with future needs?
7. How well do you feel your performance as a governor is monitored, reviewed and developed?

#### **5. BOARD EVALUATION**

1. How effective is the performance management of board members, individually and collectively, and what impact has any subsequent development had?
2. What would you like to see included in a governor development programme?
3. How good are you at asking powerful questions?

#### **6. SUMMARY QUESTIONS**

1. What three improvements would you like to see in your board and the way it operates?
2. Are there structural changes that you would like to see that, in your view, would enhance the way you carry out your duties as a governing body?