

AoC West Midlands Governors Workshop – Improving Governance

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Today's themes

- The role of Governors in relation to the quality of teaching, learning and assessment
- Using data and information to monitor the quality of teaching learning and assessment
- How Ofsted inspects the effectiveness of governance

An opportunity to:

- reflect on what FE and skills inspections tells us about governance
- consider the implications for your work as governors

The core functions of governance

- to ensure clarity of vision, ethos and strategic direction
- to hold the Executive accountable for standards against benchmarks
- to ensure solvency and probity
- to ensure leadership complies with statutory regulations
- to engage stakeholders

Inspecting governance in FE and Skills



Common inspection framework September 2015 (1)

- Grades awarded for:
 - **Overall effectiveness**
Four key judgements:
 - **The effectiveness of Leadership and Management**
 - **Teaching, learning and assessment**
 - **Personal development, behaviour and welfare**
 - **Outcomes**
 - **Grading scale:**
 - Outstanding
 - Good
 - Requires Improvement
 - Inadequate

Common inspection framework

September 2015 (2)

Inspectors will evaluate the extent to which leaders and managers at all levels, including governors:

- set ambitions for the college performance and the impact this has on the quality of provision and outcomes for all learners.
- evaluate the quality of the provision through rigorous self-assessment and use the findings to promote and develop leaders capacity for improvement
- secure and sustain improvements in teaching, learning and assessment through performance management and appropriate professional development.
- develop the strategic priority of English and mathematics, ensuring learners improve their skills

Common inspection framework

September 2015 (3)



Inspectors will evaluate the extent to which leaders and managers at all levels, including governors:

- align the provision to meet the needs and interests of learners, employers and the local regional priorities
- monitor the progress of groups of learners and narrow the achievement gap – including SEND
- monitor the progress and destinations of learners and use this to improve provision
- actively promote equality and diversity, tackle bullying and discrimination
- safeguard all learners including radicalisation and extremism

Specifically for governors:

Inspectors should consider whether governors or those in a similar role:

- know the provider and understand its strengths and weaknesses
- support and strengthen the provider's leadership and contribute to shaping its strategic direction
- provide challenge and hold senior leaders and managers to account for improving the quality of learning and the effectiveness of performance management systems.

Where the CIF refers to the expectations of governors...



- Refer to the handout and the key highlighted aspects.
- What are your observations?

Inspection reports



Reporting on Governance in the WM region



- **Recent reports on governance**
- **Identifying effective governance practice from West Midlands reports**

- **What are:**
- **The features of effective governance?**
- **The features of less effective governance?**
- **Guess the grades..... and the college...**

What can a governor look for in teaching and learning?



Tips for lesson observations - Governors



1. How ready are students to learn?
2. Are students enjoying their learning?
3. What are behaviours and attitudes like?
4. Do students have the materials they need for the lesson?
5. What are the expectations of the students in the session?
6. Look at the students – what is the impact of the teaching on them?
7. Is there a support assistant in the class – what are they doing?
8. How are students involved in the lesson?
9. What contributions are they making?
10. How is the teacher aware of what the student understands?
11. Are the college's vision and values evident in what you see?
12. Do your observations relate to what the SMT are telling you about TLA?

Improving governance



Self assessment report v inspection report

Activity:

- Looking at what governors could have challenged in a self-assessment report that would have helped ensure that the college could have been better prepared for their inspection

'Cannington College'

Governors' roles and responsibilities



Approaches to performance management of staff



The National Governors' Association says:

'Governing bodies, with their over-arching responsibility for performance management, should ensure that they not only receive reports about whether performance management has been carried out, but also an assessment of the impact it has made and the correlation between the performance management statements and pay.'

Approaches to performance management of staff



- a) Consider whether your governing body oversees performance management of all staff.
- b) Which of the following groups do you make such checks with? Principal; senior managers; middle managers; teachers; classroom support assistants; non-teaching staff.
- c) Do you know if staff are supported and challenged to improve? How?
- d) Is good performance rewarded and under-performance tackled?

Creating excellence in college governance: AoC Governors' Council (November 2013)



Definition of good governance

- Governance is the act of governing – not managing. Governance provides strategic leadership and direction to an organisation.
- It sets and approves policies and the budget, defines expectations, delegates powers, and verifies performance towards delivering its strategic aims and objectives.
- The most important aspect is an appropriate division of responsibilities between strategic governance by the governing body and operational management by the college's senior management team led by the principal.
- This approach would be underpinned by the right level of checks and balances.

Final comments or questions

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