



Government Improvement Plan 2018 – 2019

SALE HIGH SCHOOL

Sale High School

Governor Improvement Plan 2018-2019

Sale High School key themes in SDP

Achievement for all

Excellent teaching

An inclusive school for all abilities

Professional learning culture

Behaviour and ethos

Extra-curricular activities

Community links

Communication with parents

Learning environment

School finances

Structure for Governance at Sale High School

To ensure that Governor objectives are aligned to the School improvement plan, the Governing Body committees have been restructured in September 2017

Sale High Governing Body

Graham Luccock, (Chair of FGB); Cllr David Hopps (Vice Chair); Ms Jayne O`Grady (Headteacher), Cllr Chris Boyes, Mr Mark Davies, Mr Bob Lowe, Ms. Cheryl Smith; Dr Nick Wheeler; Ms Elizabeth Parry (staff governor); Ms. Karin Saenz Miller; Ms. Michaela Marfleet; Ms. Amanda Nicholson; Ms. Sharon Gardner

Standards and Achievement Committee

Focus Areas - Data Tracking, Pupil Progress, Quality of Teaching and Learning, Pupil Premium, SEN, G&T and safeguarding

Chair of Committee: Mr Graham Luccock; Cllr Chris Boyes, Ms Cheryl Smith ;Ms Jayne O`Grady (Headteacher); Ms Sharon Gardner; Dr Nick Wheeler ;Ms Elizabeth Parry

Business Committee

Focus Areas - Finance, Premises facilities and Personnel issues

Chair of Committee: Mr Bob Lowe, Mr Mark Davies, Cllr David Hopps,(Vice chair of committee) Ms Jayne O`Grady (Headteacher),Ms Michaela Marfleet; Ms Karin Saenz Miller; Ms Amanda Nicholson

Pay Review Committee

Focus areas-Teachers` pay review

Chair of committee: Mr Bob Lowe, Mr Graham Luccock; Cllr David Hopps

Pay Review appeals Committee

Focus areas-To hear appeals from decisions of the Pay Review Committee on teachers` pay.

Mr Mark Davies; Ms Amanda Nicholson

Headteacher`s review committee

Mr Graham Luccock; Cllr David Hopps; SIP partner.

Clerk to governing body: In-house Clerk S Stead / Trust GS

Objectives for Governors 2018/2019

Objectives	Responsible	Target date	Success Criteria and on-going actions	Review date	R.A.G rating
<p>1. To achieve success in the Ofsted inspection wherein governors are judged to be at least 'Good' as part of the leadership and management of the School</p>	<p>Ofsted ready group of governors</p>	<p>By Ofsted inspection date in 2018/9</p>	<p>There is a good understanding of Ofsted criteria and what is required to become Good and Outstanding. Creation of Ofsted-ready team of governors Jan 2018 Ofsted ready group met three times in March and April and June to review relevant areas and data</p>	<p>To be reviewed termly at Full Governing Body from March 2018.</p>	<p>Amber</p>
<p>2. To review the Governing body and committee structure, roles and Terms of Reference. Annual review of terms of reference and governor involvement</p>	<p>FGB</p>	<p>January 2018</p>	<p>-There is clarity around the focus on standards and development and less focus on procedure. -Skills audit of all governors conducted in December 2017. Self-assessment of FGB conducted based on 'The Key' for school Governors National Leaders of Governance- January 2018. -Governor meeting schedule of business established for 2018/9</p>	<p>Reviewed January 2018 and actions created in this document on improvement plan. To be reviewed at FGB annually</p>	<p>Green</p>
<p>3. To develop clear links between Governors and Staff in school</p>	<p>All Governors.</p>	<p>FGB meeting December 2017</p>	<p>All Governors to have a link and attend meetings in School with that link termly. Creation of 'Governor of the month' From May 2018 All governors attend at least one School event pa –May 2018 and participate in 'governor of the month' programme</p>	<p>Ongoing. Will be reviewed in autumn term 2018/9</p>	<p>Amber</p>

4. To support and hold our leaders and managers to account robustly and with a focus on the progress of students	Chairs of committees and governors	On –going actions	<p>-Minutes reflect appropriate questions to support and challenge key areas of development. Interventions are in place to help raise standards and minutes of meetings reflect the challenges governors make. (e.g. Book Scrutiny by governors)</p> <p>-Use of School SEF, SIP and IDSR facilitate areas for questioning</p> <p>-Relevant Departmental heads attend S and A committee to outline actions for improvement</p>	Completed set up and ongoing in 2018/9	Amber
5. Governors to be involved in School development planning, self-evaluation, data review and key data sets	All Governors	Ongoing throughout the year at S and A committees and at FGB	<p>All Governors know the SIP and understand the key issues for the school</p> <p>S and A committee meet 6 weekly to review key data sets to mirror School 6 weekly meetings.</p> <p>The Headteacher has an annual performance appraisal by the Chair and Vice Chair</p> <p>The Headteacher`s report at all FGB meetings is scrutinised by governors</p>	On-going. Governors to moderate SIP and SEF through HT and other reports to Committees and FGB around data	Green
6. Ensure a robust process for reviewing and monitoring School Policies	Chairs and clerk	September 2017	A clear schedule is in place, is shared with all staff and Governors, and reflects current policies and the law.	In place and scheduled for each meeting appropriately in 2018/9	Green
7. Improve Governor skills and knowledge	All governors	On-going with scheduled training sessions	Training is a regular feature for all Governors		Green

			<p>Training sessions throughout 2018 and governor away day in Jan. 2018. This will continue with at least 3 sessions in 2018/9</p> <p>Individual governors undertake various aspects of training provided by external agencies and the LA governor services</p>	<p>Ongoing twilight sessions before FGB meetings</p> <p>Governors opt for specific training through governor services.</p> <p>Reported at FGB by individual governors</p>	
<p>8 Governors are involved in and take timely decisions on the proposals around the Multi Academy Trust with Stretford Grammar school</p>	All Governors	September 2018	<ul style="list-style-type: none"> -Initial meetings with SGS to discuss way forward and explore vision and values Jan 2018. -Members and Trustees of the proposed Trust in place (April 2018) -Application to DFE submitted April 2018 -Trustees and members for trust agreed spring 2018 -Series of joint meetings held spring and autumn term 	At FGB meetings	Amber
<p>9 Governors focus on the issues around the school estate including health and safety issues</p>	All governors and particularly the business Committee	Ongoing around search for funds to improve the whole school estate	<p>Architect's report in September 2017 gave the detail of priorities for the estate in the foreseeable future</p> <p>Discussed at FGB and monitored with the H/T. Academisation the preferred way forward to attract funds, hence MAT discussion with SGS</p> <p>Further work with LA through the VC of FGB and H/T (April 2018)</p> <p>Some LA funds allocated for emergency work in summer 2018 but this is still tip of iceberg!</p>	At each FGB	RED
<p>10. Governors assist on the improved management of school finances</p>	All governors, Specifically the Business committee	Ongoing and discussed in each business committee and FGB	-School finances are improved through influx of new sources of income and increased student intake	At each Business committee and FGB	Amber

			-Intake significantly improved 2017/8 and 2018/9 Finances scheduled to be stabilised by 2019/20		
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