

Welcome to School Governance

Induction

South-Eastern Education and Library Board

Objectives

By the end of the course Governors should:

- Have a better appreciation of their roles and responsibilities
- Understand what makes effective governors and effective schools
- Understand how Boards of Governors operate
- Know how they can access further support



Governor Induction: Key Questions

- Who's who on the Board of Governors?
- What is the Role of the Governors?
- What are the features of effective Governors?
- What are the characteristics of effective schools?

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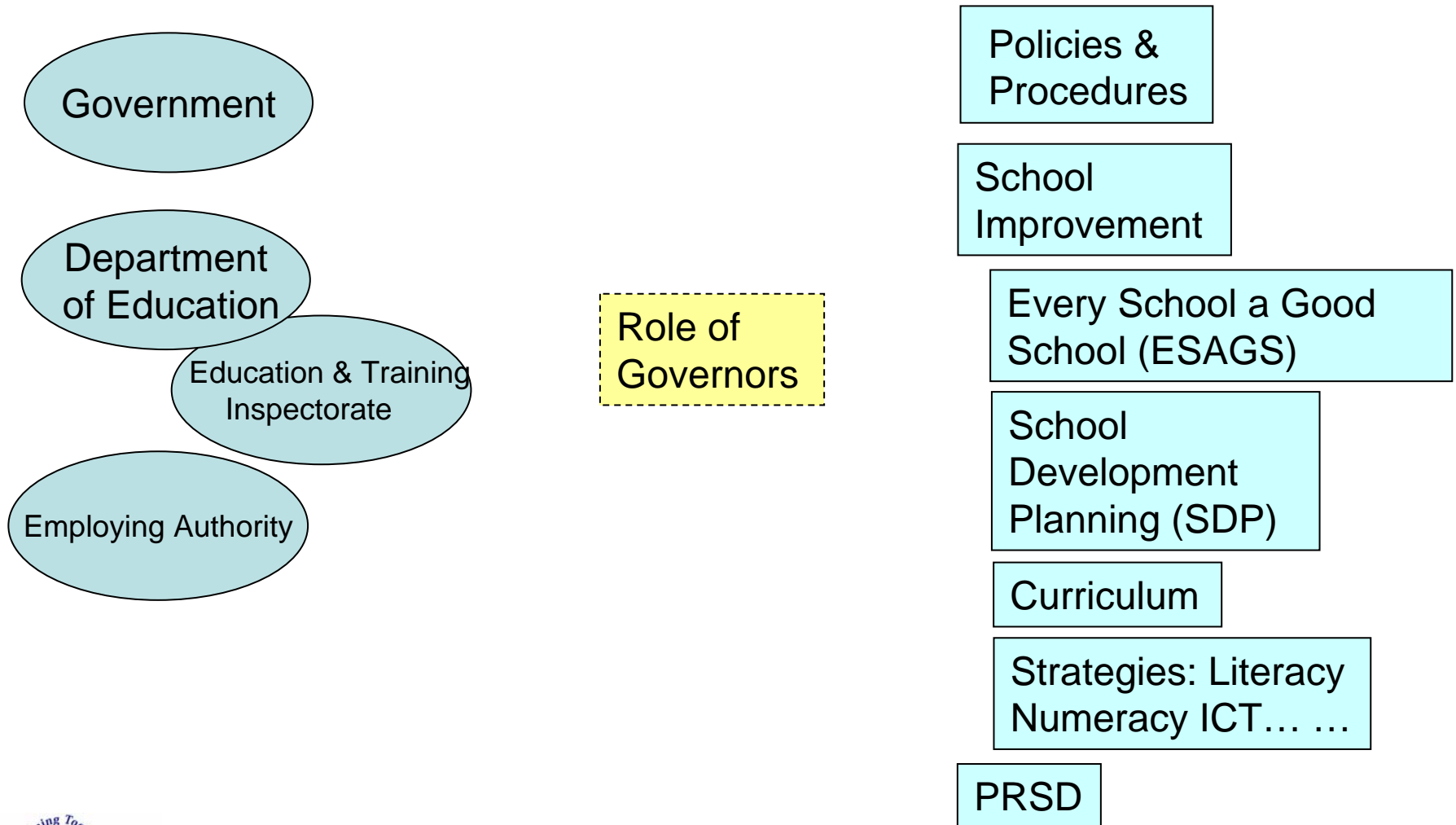


Governor Induction: Key Questions

- How do Boards of Governors operate?
- How can Governors play their part?
- What might Governors expect of the Principal?
- What might the Principal expect from the Governors?



Education in NI Context



Who's Who on the Board of Governors?

ELB:	Appointed by SEELB
Transferor:	Nominated by the Churches
Trustee:	Nominated by the Legal Trustees
DE:	Nominated by the Department
Parent:	Nominated by Parents of pupils at the school
Teacher:	Nominated by permanent teaching staff
Principal:	Non-voting member of Board of Governors



Activity 1

You are new *Governors* bringing different perspectives to your *Boards of Governors*.

What do you consider to be the roles and responsibilities of a *Board of Governors*?

5 minutes discussion, 5 minutes feedback?

Do you need a *Chair* from your group,
someone to summarise,
someone to speak for you?



Some Roles and Responsibilities

Finance	Premises management
Pupils	Recruitment of Staff
Curriculum	Management of Staff
Child Protection	Reporting to Parents
School Policies	Co-opting Governors



The Roles of Governors

The new Handbook for Governors from the Department of Education identifies 3 core roles.

- Strategic
- Corporate
- Leadership



Strategic Governance Role

- Agreeing the vision, direction and ethos
- Formation of Policy
- School Development Planning and Self-Evaluation
- Monitoring and Evaluation



Corporate Governance Role

- Team working
- Operational mode: meetings and decisions
- Accountability: to Governors and
Community
- Standards of Public Life: Nolan Principles
- Liability
- Playing my part: the Critical Friend



The Critical Friend Role

High Support

Supporters' Club

'We're here to support the Principal.'

Critical Friend

'We share everything, good or bad.'

Low Challenge

Abdicators

'We leave it all to the professionals.'

Adversaries

'We keep a very close eye on the staff.'

High Challenge

Low Support



Leadership Governance Role

- Promoting your School
- Supporting your School
 - Pupils
 - Parents
 - Staff
 - Child Protection



Activity 2

- What do you consider to be the features of an effective Governor?
- What do you consider to be the features of an effective Board of Governors?

5 minutes discussion, 5 minutes feedback?

Do you need a Chair from your group,
someone to summarise,
someone to speak for you?



Some features of Effective Governors and Boards

- Working as a team
- Good relationship with Principal
- Effective time management and delegation
- Effective meetings
- Knowing the school
- Awareness of current education issues and policy
- Maintaining confidentiality
- Training and Development
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Characteristics of Effective Schools

- Child-centred provision
- High quality learning and teaching
- Effective leadership
- A school connected to its local community

'Every School a Good School' (ESAGS)

DE Policy 2009



How Boards of Governors Operate

Code of Practice

- Confidentiality
- Processes and Procedures
- Meetings
- Governor role



Confidentiality

- We will observe complete confidence when required or asked to do so by the Governing Body, especially regarding matters concerning individual staff or pupils
- Although decisions reached at Governor meetings are normally made public through the minutes, or otherwise, the discussions on which decisions are based should be treated as confidential
- We will exercise the greatest prudence if a discussion of a potentially contentious issue affecting the school arises outside the Governing Body



Processes and Procedures

Meetings

Minutes

Chairperson

Secretary

Discussion

Agenda

Committees

Vice-Chairperson

Working Parties

Decisions

Principal as Lead Professional



Meetings

Preparation

Agenda

Minutes

Good procedures

Time keeping

Points summarised

Participation



Ethos of mutual respect

All views heard
All well informed

Challenge/support

Actions identified



Governor Role in Meetings

- Prepare
- Attend
- Listen, contribute expertise, view
- Support
- Follow the Scheme of Management
- Exercise discretion and confidentiality



The Critical Friend Role

High Support

Supporters' Club

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Critical Friend

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Low Challenge

Abdicators

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High Challenge

Low Support



What can Governors expect of the Principal?

- Efficient and effective management
- Promotion of School
- High expectations and standards
- Governors kept informed
- Ethos of School upheld
- Tact and sound judgement
- Accountability
- Expert, professional leadership, guidance and advice
- Effective resource management



What can the Principal expect from Governors?

- Commit to attend meetings
- Carry and share responsibility
- Be informed - read Governor Papers
- Attend training
- Be a team player
- Be a critical friend
- Provide leadership
- Be accountable for decisions
- Support the Principal professionally and personally



Resources for Governors

- Principal/Fellow Governors/ELB Training
- Scheme of Management (ELB Web Sites)
- ELB, CCMS, NICIE and CNaG contacts
- LMS Handbook
- HR Issues - Employing Authority Contacts
- DE Handbook (to be released April 2010)
- Web sites: DE, ELB



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And finally...

Thank you for becoming
a Governor.

We hope you will find
Governance engaging,
thought-provoking and
enjoyable.

Best wishes
.....and safe home.

