

The Future of Governance

Welcome

John Eccleston - Calderdale Governors Association

Margaret Gostelow - Barnsley Governors Association



The Future of
Governance



THE FUTURE OF GOVERNANCE IN A SCHOOL LED SYSTEM

PAUL SMITH

NATIONAL LEADER OF EDUCATION

TRUST CHIEF EXECUTIVE



World Class Education Ltd.
E: worldclassed1@gmail.com
Tel: 07795547574
Twitter: @WC_Ed1

ACCOUNTABILITY

- REGIONAL SCHOOLS COMMISSIONERS
- LOCAL AUTHORITIES
- TRUST BOARDS/MEMBERS BOARDS
- OTHER ORGANISATIONS E.G.. UTCS
- HOW AND WHAT WILL BE MEASURED? PERFORMANCE MEASURES...



SCHOOL STRUCTURES

- THE DAY OF THE STANDALONE SCHOOL HAS PASSED
- LOCAL FAMILIES OF SCHOOLS EXISTING IN TRUSTS
- MATS AND SPONSORSHIP
- SCHOOL TO SCHOOL SUPPORT
- WHAT NEXT FOR THE LARGE CHAINS?



For business, the main benefits of collaboration are...



Source: PricewaterhouseCoopers



DIRECTORS OR GOVERNORS

- ROLE OF GOVERNORS CHANGED AS FAR BACK AS THE EDUCATION REFORM ACT 1988
- WHAT IS THE ROLE OF A GOVERNING BODY TODAY?
- LOCAL GOVERNING BODIES VS. BOARDS OF TRUST DIRECTORS
- SKILLS NEEDED TO BE A GOVERNOR IN THE FUTURE



THE CHALLENGE FOR DIRECTORS

- CHOOSING/CREATING THE BEST PARTNERSHIP
- SHAPING/PROVIDING SERVICES IN THE FACE OF CHANGING ROLE FOR LOCAL AUTHORITIES
- THE EDUCATION BAR IS BEING RAISED; TOUGHER INSPECTION, HIGHER FLOOR TARGETS, NEW TESTS AND NEW CURRICULUM
- FINANCIAL PRESSURES
- RECRUITING/RETAINING LEADERS
- RECRUITING/RETAINING DIRECTORS



The Future of Governance

Working Together ...one Headteacher's Perspective

Patrick Ottley-O'Connor: Interim Principal

Am I a Headteacher or a Principal?

A breakdown of my headship/'principalship' experience:

- 2 substantive & 7 interim headships
- Secondary 11-16 & 11-18 schools and academies
- Primary & Secondary Special ESBD school
- Local Authority, small Multi-Academy Trust, large Multi-Academy Trust
- Led application for a Free School

My opinion:

- The one constant in education is that things will continue to change
- They all have one thing in common:
 - They try their best to do the best for their children & communities
- They are all just schools!

A brief context & narrative...

- 24th September 2015 – Previous Principal resigned
- 25th September 2015 – appointed as Interim Principal until 18th July 2016
- 28th September 2015 - Day 1/175 of my tenure as Interim Principal
- Currently on Day 35/175

- I'm now going to share some of the things that I found out on Day 1 & subsequently shared that evening with acting Chair of the Local Governing Board (LGB)
- He was the previous Vice Chair of the LGB & this was his Day 1 too!

Your bit...

Listen as though you were the Acting Chair of Local Governing Board (LGB) meeting with me at the end of the first day

Interim Principal: 28th September 2015 (Day 1)

- Sponsor changed 1st January 2015
- Substantive Principal left 4 days ago
- New Chair & Vice Chair LGB today
- New Interim Principal today

- Special Measures since November 2013
- 5th Section 8 Monitoring Visit June 2015
 - No conversion to Section 5 inspection
- Outcomes still in decline (33% 5A*C EN&MA)

- SEF & ADP updated 10th September 2015

- External review of governance February 2015
- No external partnerships for Academy or LGB

- SLT observe all teachers
- All teachers have 12 graded lesson observations/year
- Quality of teaching reported in SEF as 84% Good or better

- Website fully populated with 2014/15 information
- The Sponsor's vision & values
- The LGB's vision & values
- The previous Head's vision & values

Your Task...

Think

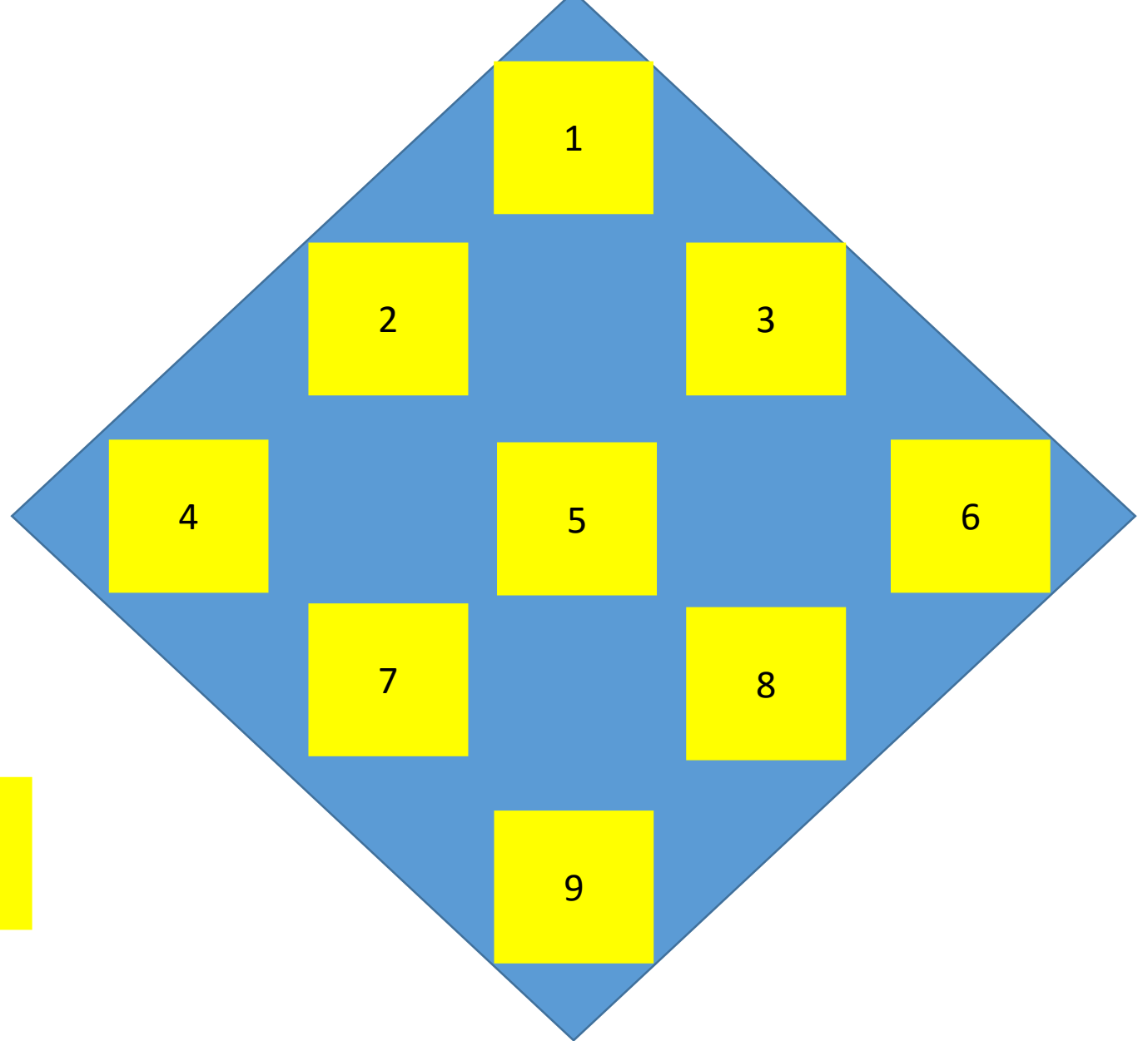
- What should you do? (3 minutes on your own)
 - one comment on each post-it
 - Write as many as you want

As a group (3 minutes)

- Compare & group/cluster your post-it suggestions
- Pick your groups top 10 suggestions

- Rank your group suggestions in order of importance (4 minutes)

- Let's hear a few ideas...



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This is a brief overview of what we did

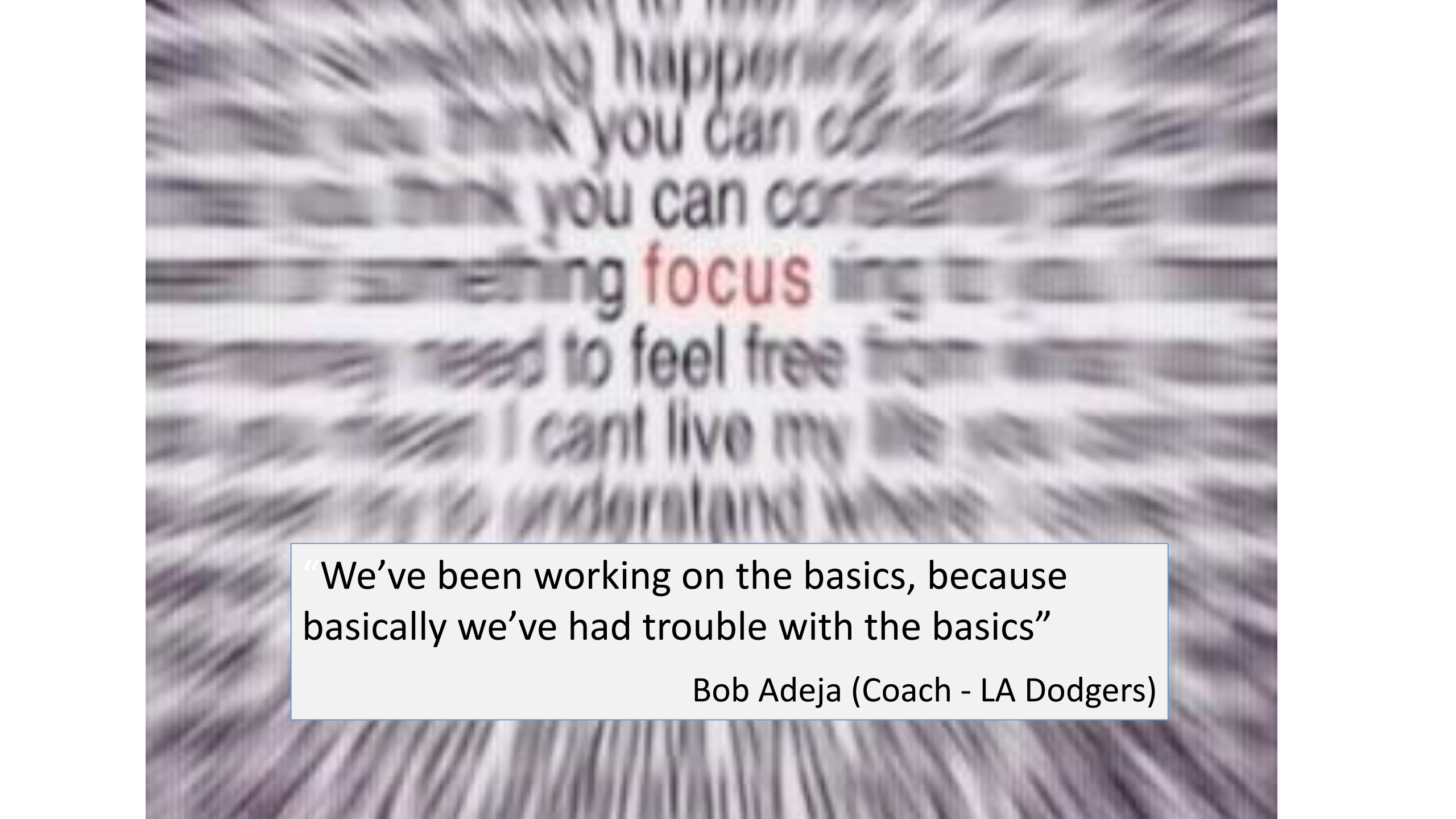
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**Don't
panic**





“We’ve been working on the basics, because basically we’ve had trouble with the basics”

Bob Adeja (Coach - LA Dodgers)

**“Bad news isn't
wine. It doesn't
improve with
age.”**

Colin Powell



“Anyone who hasn’t made a mistake has never done anything new.”

Albert Einstein

We had to be...

- open & honest with each other

- able to have difficult conversations with each other



This is a school that requires special measures.

**The hard thing to do and
the right thing to do are
usually the same thing!**



“In a very real sense, it will not be one man going to the moon it will be an entire nation. For all of us must work to put him there.”

JFK 1962

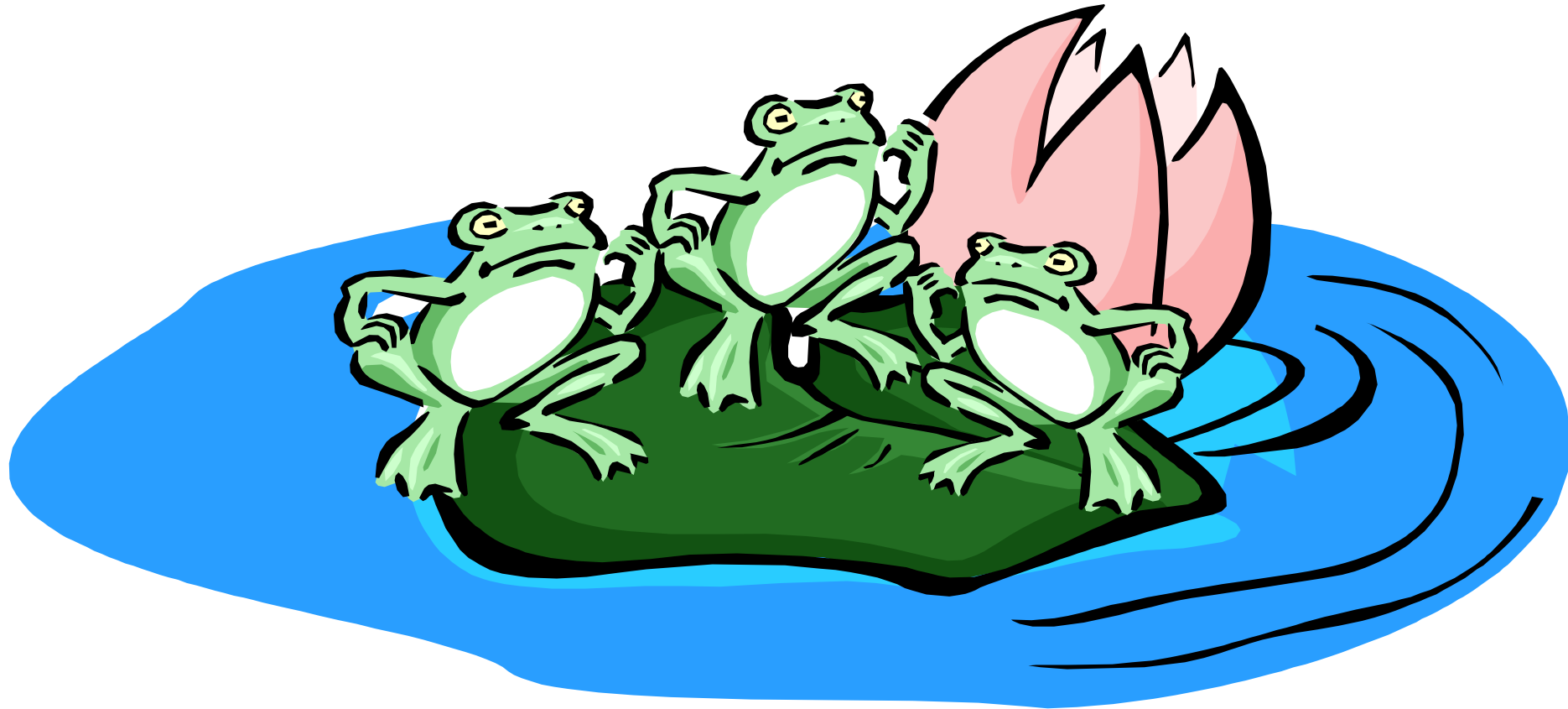
“Alone we can do so little; together we can do so much”

Helen Keller



“A good leader is not a hero, s/he is a hero maker!”

Geoff Mawson



Translating Governor Strategy into Action

Courageous Leadership is the key...

Sir John Jones 2007



Don't wait for everyone to be on board

Interim Principal: 20th November 2015 (Day 35)

- Review & restructure of LGB, it's committees, roles and responsibilities and relationship with Trust

- Day 11:DFE Visit (RSC)
- Days 24&25: SIAMS Inspection
- Days 33 & 34 Section 5 Ofsted Inspection

- LGB ownership of rigour & robustness of SEF and draft ADP

- Primary & Secondary Teaching School partnerships
- NLE, NLG & SLE
- External Moderation – 8 local schools

- All lesson observations and learning walks are paired and now based on typicality
- Improving & Outstanding Teacher Progress started with Teaching Schools. Coaching programme established
- LGB faculty links now work with Heads of Curriculum Areas

- Unified & shared Vision & Values
- Reinvigorated and relaunched with whole academy community

Final thoughts...

Governing Boards will not be able continue without embracing the landscape changes

- High level call for the 'Professionalisation' of Boards
 - Sir Michal Wilshaw (HMCI) "500 failing governing boards identified by Ofsted this year – time for a rethink?"
 - '21st century governance needed for 21st century schools'
 - Nicky Morgan (Secretary of State) has indicated BIG changes:
 - no parent governors, no staff governors.
 - more business and business orientated,
 - well trained people prepared to commit to CPD

Carpe Diem

- School to school support (School-led system leadership)
- No Governing Board or school can be an island.
- Take control of your Governing Board's CPD - Collaborate
- It's time for courageous leadership from Governing Boards

- High Expectations
 - No Excuses
- Every Child
 - No Exceptions
- No Islands

Reflections on this morning...

Using the flip chart paper & marker pen on your table:

- Have any themes or ideas emerged during the morning?
 - Do you need any clarification?
 - Do you disagree or have a different opinion with any issue raised?
- What other questions would you like to ask?
- Do you have an issue/question that has not been raised this morning?

Reflections & Conclusions

- John Eccleston - Calderdale Governors Association
- Margaret Gostelow - Barnsley Governors Association

Please complete the evaluation form and leave on the table before you leave