



Governor monitoring visits policy

Context

One of the key roles and responsibilities for the Governing Body is to monitor the progress and performance of the school. Undertaking visits demonstrates the Governors' role in the strategic management of the school by helping to hold the school to account and evaluate its progress.

The Governors visiting programme is an integral part of the school's yearly monitoring calendar.

Governors visit take place at least each half term with a focus on an aspect of the School Development Plan or one of the Governors statutory duties.

Each Governor is encouraged to make at least one visit a year during school time and governors will often monitor an area of the School Development Plan in pairs in accordance with the agreed timetable.

Visits enable Governors to:-

- See the school at work and observe the range of attitudes, behaviour and achievements
- Get to know the staff and demonstrate their commitment to the school
- Give active support to the staff and the activities of the school
- Be aware of the effect of change and different approaches to teaching and learning
- Evaluate resources and discuss with staff further requirements
- Gain first-hand information to assist with policy making and decision taking
- Work in partnership with the staff

Before making a visit Governors will

- Contact the Headteacher and agree a date, time and focus for the visit
- Clarify the etiquette, courtesies and expectations for the visit
- Plan which classes will be visited
- Draw up a timetable for the visit with the Assistant Headteacher or subject leader
- Assistant Headteacher and/or the subject leader ensure that all staff are aware of the visit and the expectations on them.

On the day of the visit the Governor will remember to:-

- Arrive on time and clarify the timetable with the Assistant Headteacher/subject leader
- Act as an observer and only participate in the class at the invitation of the teacher
- Respect the professionalism of the teacher, supporting but not interfering
- Be calm and enjoy the visit

After the visit the Governor will:-

- Remember to thank the teachers and pupils
- Meet with the Headteacher to give a verbal report, and to raise any issues that arose
- Complete the Governor Visit Proforma, reporting on the focus. The completed form should be given to the Headteacher and then, after any possible alterations, the form will be circulated to the governing body and staff
- Governors must report without giving opinions and where possible individuals should not be able to be identified.

It is important to remember that visits are a snapshot in time, and judgements should not be made arbitrarily.

The visit is not about:-

- Inspection
- Making judgements about the professional expertise of the teacher
- Checking on your own children
- Pursuing a personal agenda
- Arriving with inflexible pre-conceived ideas

Governors are an important part of the school team and are welcomed into the school by staff. It is important that Governors remember to respect the professionals and the children, support the Headteacher and the staff, and acknowledge that they represent the full Governing Body. If the agreed principles and procedures are followed then Governor Visits will be an enjoyable experience for all involved, and will result in effective monitoring by the Governing Body, which will contribute to school improvement.

Policy review

This policy to be reviewed in Spring term 2016



Appendix 1

Governor Visit Report

Name

Date of Visit

Focus of Visit

Classes/staff visited

Summary of activities e.g. observing classes, talking to staff and pupils, looking at resources, had lunch etc.

What I have learned as result of my visit

Positive comments about the focus

Aspects I would like clarified / questions I have

Ideas for future visits

Any other comments

Signed _____
(Governor and Headteacher / Assistant Head)

Greenside February 2014.



Appendix 2

Governor Monitoring the School Development Plan (SDP) Report

Focus Area in SDP:

Source of evidence of progress

Comment and impact

Evaluation and Impact

Signed _____

(Governor and Headteacher / Assistant Head)



Appendix 3

Guidelines for Governors

Advice on conducting classroom visits

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1. Rationale

The Governing Body at Greenside School has a responsibility to keep in touch with what is happening in the classroom. Although their role is strategic, it is important that they have some understanding of the practicalities of the job. Meeting children, talking to staff and seeing lessons underway will help members of the Governing Body to understand some of the issues they are required to discuss and make decisions about with greater clarity.

2. Objectives

The Governing Body should aim to:

- Inform their decision-making by having visited at least one lesson during the year.
- Be aware of the feelings of members of staff and the issues they face by having had a more lengthy discussion with at least one member of staff during the year.
- Read and keep up-to-date with school newsletters and other documents that are set out.
- Keep up-to-date with their nominated class, introduce themselves and spend time discussing the school with some of the children from the class.

3. Roles and Responsibilities

Some of our Governors are linked to a particular subject or aspect. They are:

Literacy Governor; Numeracy Governor; Governor linked to Safeguarding
Governor linked to health and safety. This does not mean that their visits should be exclusively geared to that subject. However, it is anticipated that at some point during the year they will take time to talk to the subject leader.

It is the responsibility of each Governor to introduce themselves to the teacher and class and make themselves available according to the demands of the timetable and school year.

4. The benefits of visiting classrooms

Closer links between Governors and teachers has potential benefits to both.

For governors these include:-

- More informed understanding of classroom life and practice.
- Opportunity to meet and chat with the children.
- Opportunity to meet class teachers and put faces to names.
- Seeing policies and schemes of work in action
- Finding out what resources are being used and what are needed.

For Teachers these include:-

- Opportunity to find out more about the role of the Governor.
- Having chance to illustrate the theory and policy in practice.
- Opportunity to draw attention to any issues or questions they wish to raise.
- Opportunity to reflect upon practice through discussion.

5. What to Avoid

It is important for all parties to note that governors' visits are not a form of inspection and do not involve governors making a judgement about teaching in any official capacity. That remains the responsibility of the Headteacher and other education professionals.

It might be wise for governors to avoid visiting classrooms where their own children are present. It can cause discomfort for everyone! They should also be aware of 'pursuing personal agendas' and make sure they fulfil the code of conduct as it is outlined here.

Please remember that members of staff are very busy people whose first priority must be the children.

There may be times when arrangements have to be changed or alterations made. Please be sensitive to the circumstances and flexible in your expectations. No two days are ever the same.

Keep an open mind about what you see. Education and classrooms have changed a great deal since you were at school and practice is very different. Don't expect to see the formal type of lesson you might remember from your own childhood.

By all means ask questions (preferably at the end of the lesson) but be sensitive to the extra demands of differentiation and inclusion that teachers now face.

6. Ground Rules

Before a visit always...

- Arrange details of visit.
- Agree purpose of visit
- Discuss the context of the lesson to be observed.
- Agree role within the lesson

Never

- Turn up unannounced

During a visit always...

- Keep to the role agreed
- Keep questions for the class teacher until after the visit is over
- Remember confidentiality
- Stick to the times and purpose agreed
- Be sensitive to the mood in the classroom and the expectations of the pupils.

Never

- Assume a different role
- Walk in with a clipboard
- Interrupt the teacher
- Distract the pupils from their task

After the visit always...

- Thank the teacher and the pupils
- Discuss the visit with the teacher at their convenience
- Feedback to the governing body

Never

- Leave without acknowledgement
- Break rules of confidentiality

7. Conducting the observations

After planning your visit with the class teacher or subject leader you might have agreed to-

- take part in a lesson acting as classroom helper during your visit
- do a formal observation-taking no immediate role other than talking to the children about what they are doing
- work with a small group
- introduce yourself to your linked class and answer any of their questions
- meet with the class teacher or coordinator to discuss particular issues or set the context
- observe - focussing on an agreed area/issue that the class teacher would like some feedback on e.g. the involvement of a particular group of pupils.

Please remember that observations do not require judgement on the teacher.

It might also be useful to clarify some 'what ifs' beforehand. For example:-

- What if I see children misbehaving when the teacher doesn't?
- What if a pupil asks me how to do something?
- What if I have a suggestion to make.

8. Providing Feedback

It is important that a time is agreed between yourself and the class teacher to discuss the lesson

you have taken part in or observed. During this feedback you might refer to notes you have

made. The structure might include:

1. Asking the teacher for any further clarification of the lesson or for their views on how it went.
2. Giving your own impressions on what you saw
3. Providing any positive comment.
4. Raising any issues that appeared to develop.
5. Any further questions you might have

6. A summary of the feedback you will be giving to the governing body.
At the end of the feedback both you and the teacher should be clear about what you will be sharing with the governing body- there should be no surprises

The **Governors' visits to classrooms** pro forma should be completed as soon as possible after the visit. It should reflect the discussion you have had with the teacher.

The report should be copied to:

- The Headteacher
- The subject leader
- The teacher concerned
- The clerk to the governors

9. Policy Review

The policy should be reviewed every two years. The key questions should be:

- Has every Governor visited at least one lesson during the year?
- Has each Governor made links with their allocated class?
- Has every Governor had a conversation with the subject leader they are linked to?
- Are our visits achieving the potential benefits identified in this policy?
- Have there been any unexpected benefits?
- How can we make policy and practice even better?