

Newlands School Yateley.

Governor Self Assessment Feb 2019

Results from Seven Governors on a 1=weak to 5=strong scale.
(The teaching staff governors were not asked to assess)

Essential for all governors/trustees

| | | | | | |
|---|--|--|--|--|---|
| Commitment to improving education for all pupils | | | | | X |
| Ability to work in a professional manner as part of a team and take collective responsibility | | | | | X |
| Willingness to learn | | | | | X |
| Commitment to the school's vision and ethos | | | | | X |
| Basic literacy and numeracy skills | | | | | X |
| Basic IT skills (i.e. word processing and email) | | | | | X |

| Average | High | RAG | Comment |
|---------|------|-----|-------------------------------|
| 4.4 | 5 | G | Good high Level of commitment |
| 5.0 | 5 | G | |
| 4.7 | 5 | G | |
| 4.9 | 5 | G | |
| 4.4 | 5 | G | |
| 4.7 | 5 | G | |

Understanding and/or experience of governance

| | | | | | |
|--|--|--|---|--|---|
| Experience of being a board member in another sector or a governor/trustee | | | X | | |
| Experience of chairing a board/ governing body or committee | | | X | | |
| Experience of professional leadership | | | | | X |

| | | | |
|-----|---|---|--|
| 2.9 | 5 | A | Some of us have been on other boards but some training would be useful |
| 3.0 | 5 | A | |
| 4.4 | 5 | G | |

Vision and strategic planning

| | | | | | |
|--|--|--|---|---|---|
| Understanding and experience of strategic planning | | | | X | |
| Ability to analyse and review complex issues objectively | | | | | X |
| Problem solving skills | | | | | X |
| Ability to propose and consider innovative solutions | | | | | X |
| Change management (e.g. overseeing a merger or an organisational change) | | | | X | |
| Understanding of current education policy | | | X | | |

| | | | |
|-----|---|---|--|
| 4.3 | 5 | A | Many of us feel confident with strategy and change... but we are weak on Education policy (perhaps because someone keeps changing it!) |
| 4.4 | 5 | G | |
| 4.7 | 5 | G | |
| 4.2 | 5 | G | |
| 4.0 | 5 | A | |
| 2.9 | 5 | R | |

Holding the head to account

| | | | | | |
|--|--|--|--|---|---|
| Communication skills, including being able to discuss sensitive issues tactfully | | | | | X |
| Ability to analyse data | | | | | X |
| Ability to question and challenge | | | | X | |
| Experience of project management | | | | X | |
| Performance management/appraisal of someone else | | | | X | |
| Experience of being performance managed/appraised yourself | | | | | X |

| | | | |
|-----|---|---|--|
| 4.3 | 5 | G | We feel OK handling data and managing people and projects. |
| 4.4 | 5 | G | |
| 3.9 | 5 | A | |
| 4.0 | 5 | G | |
| 4.3 | 5 | A | |
| 4.7 | 5 | G | |

Financial oversight

| | | | | | |
|--|--|--|---|---|---|
| Financial planning/management (e.g. as part of your job) | | | | | X |
| Experience of procurement/purchasing | | | | X | |
| Experience of premises and facilities management | | | X | | |

| | | | |
|-----|---|---|--|
| 4.1 | 5 | G | Resource committee feel capable, but we need to train our replacements |
| 3.9 | 5 | G | |
| 2.9 | 4 | R | |

Knowing your school and community

| | | | | | |
|--|--|---|---|---|--|
| Teaching, or other school experience | | | | X | |
| Understanding of special educational need | | | X | | |
| Links with the community | | X | | | |
| Links with local businesses | | X | | | |
| Knowledge of the local/regional economy | | | X | | |
| Fundraising | | X | | | |
| Working or volunteering with young people (e.g. teaching/social work/youth work) | | | | X | |

| | | | |
|-----|---|---|--|
| 3.4 | 5 | A | This whole area is weak. If the school wants to involve the rest of Yateley, it will take effort |
| 3.1 | 5 | A | |
| 2.4 | 3 | A | |
| 2.3 | 3 | R | |
| 3.0 | 5 | A | |
| 2.7 | 4 | A | |
| 3.4 | 5 | A | |

Other useful skills

| | | | | | |
|--|--|---|--|---|--|
| IT knowledge such as hardware or programming | | | | X | |
| Building / construction | | X | | | |
| Project Planning or management | | | | X | |

| | | | |
|-----|---|---|---|
| 2.6 | 4 | R | We have some people with useful skills, but this governor panel is lighter on IT and building than previously |
| 1.9 | 4 | R | |
| 3.7 | 5 | G | |