

## **St. Joseph's Catholic Primary School.**

### **The Governors' Strategic Vision. 2021/ 2022.**

#### **Strategic Statement 1 - Mater Christi life.**

To ensure that the M.A.T / schools support the role played by parents/ carers as the first educators and contribute effectively to the mission of the Universal Church to make Christ known to all people and to form all in the virtues found in Holy Scripture and the teachings of the Church by:

The Local governing board will - comply with:

- 1:1. The Trust's approach to the Catholic traditions through prayer and liturgy.
- 1:2. Ensure that the Trust's principles to additional support and pastoral care for staff and students is followed.
- 1:3. Establish the Trust's review system via surveys and stakeholder meetings.
- 1:4. Helps to build a clear single united vision and ethos with the Trust, following Trust policies.
- 1:5. Ensure that all the needs of all pupils are met through systems and policies.
- 1:6. Ensure that an appropriate H.R.S.E. policy is in place.

#### **Action. As key performance indicators.**

1.1. Monitoring the school life and distinctive ethos.

Governors will visit the school on a regular basis e.g., celebrations, assemblies, Masses, R.E. monitoring, school walks, staffroom visits and arranged meetings with staff.  
Liaise with the Parish community.

1.2. Ask questions regarding staff and pupil needs.

Support pastoral activities, and initiatives.  
Support the school pastoral team.

1.3 Appoint a governor to liaise with the school council.

Visit the school on a regular basis to listen to staff.

Communication with parents will be ongoing and appropriate via, e.g., - the governor notice board, letters at the beginning and end of the academic year as well as notification of changes etc., and 'face to face' contact at functions and meetings as appropriate.

Governor business updates will be placed on the school web site and in the school newsletters.

Designated governors will deal promptly in supporting senior management in the resolution of any concerns before they become grievances or complaints.

Staff and pupil well-being will be given high priority on governor meeting agendas.

1.4. Ensure that our systems, policies and procedures work and are reviewed to ensure that they are fit for purpose. And in line with the M.AT statutory policies.

1:5. Review policies in the light of how they serve the needs of pupils.

Ensure that the safeguarding policy and procedures are implemented and are fit for purpose.

1:6. Review the H.R.S.E. policy on an agreed time basis.

**K.P.I. evidence.**

1:1. Governor 'signing in book.  
L.G.B meeting minutes

1:2. L.G.B minutes.  
School behaviour logs.  
Exclusions  
Diversity incidents.

1:3 School web site.  
Letters to parents and carers.  
L.G.B. minutes.  
Survey records.

1:4. Review dates on the policy covers.  
Formulate an appendix to the school's equality and diversity policy incorporating a K.P.I. check list.

1:5 L.G.B. minutes.  
Child protection log.  
Governor visits/ safeguarding reports.  
Pupil voice.  
Breakfast club.  
Walking bus.  
1:6. L.G.B. minutes.  
Signature on the front cover of the policy.

**Strategic Statement 2 - Mater Christi Leadership: Maintaining a viable, sustainable, growing Trust.**

To ensure that the leadership of the school's focused on providing the best quality education and fosters within our school community a love of God and a love of one another with a robust culture that holds people to account.

The Local governing Body will -

- 2:1. Help to establish and contribute to the MAT and school growth plans.
- 2:2. Comply with the standardisation of the reporting of performance data.
- 2:3. Develop leadership capacity in the school.
- 2:4. Support trainees.
- 2:5. Being proactive in increasing the number of pupils on role.
- 2:6. Identify cost savings by reviewing staffing structures.

### **Action as Key performance indicators.**

- 2:1. Formulate a local governance strategic document that follows through the M.A.T and school growth plans.
- 2:2. Work with senior management to ensure that the reporting of the school performance data complies to the M.AT. 's requirements.
- 2:3. Provide opportunities for C.P.D. through training and coordinator role opportunities.
- 2:4. To liaise with training providers to access the school to trainees.
- 2:5. Marketing the school.
- 2:6. Monitor budget reports.  
Pay panel report.

### **K.P.I. Evidence.**

- 2:1. Strategic document.  
L.G.B. minutes.
- 2:2. Data format.  
Meeting minutes.
- 2:3. L.G.B. Minutes.  
Training log.  
Governor/ subject coordinator meeting proformas.
- 2:4. L.G.B. minutes.  
Head teacher's report to governors.
- 2:5. School web site.  
Letters.  
L. G.B. minutes identifying actions taken.  
New school sign.  
Increase of numbers on role.
- 2:6. L.G.B. minutes.  
Appropriate Questions asked.

### **Strategic Statement 3 - Mater Christi Excellence and Improvement.**

Establishing a partnership to increase the quality to at least good.  
To ensure that all are inspired by the example of Christ to deliver a culture of excellence in and outside of the classroom and to create an environment that fosters unique gifts and talents.

The Local Governing Body will-

- 3:1. The governors together with the M.A.T directors, senior and middle management will regularly review pupils' progress and academic achievement.
- 3:2. The governors together with senior management to review staff workload and well-being on a regular basis.

3:3. Governors will work with and support the staff and pupils to move St. Joseph's school out of special measures.

3:4. The governors will work with the school staff to ensure academic improvement.

### **Action as Key Performance indicators.**

3:1. Governors will focus at all board meetings on the quality of questions asked, keeping senior management to account.

The governors will monitor the academic progress of all pupils through the school improvement plan.

The Governing body will monitor pupil progress, the teaching and learning, implementation of a broad and in-depth curriculum across the age groups as described in governance monitoring policy.

Governors will make regular visits to the school whilst in session. Arranging visits through the Deputy Head teacher / Head teacher.

Governors will use a visit pro forma to record their visit. The visit will be recorded to the full Governing Body to be minuted. Reports of visits will be given to the school to be filed.

Governors will talk to the appropriate subject coordinator and discuss progress of pupils and progression of the curriculum area through the school.

There will be regular/ weekly contact between the Head teacher and Chair of Governors.

3:2. Questions will be asked at board meetings regarding staff welfare, well-being and morale.

3:3. See point 3:1

3:4. The governors will work with and support the M.A.T improvement officer working with St. Joseph's.

Governors will support the buying of necessary additional resources with Academy order monies.

The Governing Body will ensure that their knowledge, and training are up to date.

The Governing Body will act on all Ofsted key issues.

### **K.P.I.Evidence.**

3:1 L.G.B. minutes.

Governors' signing in book'

Governor/ subject coordinator proformas.

Pupil voice interview notes.

Pupil absence / attendance record.

Pupil behaviour record.

Governor questions pertaining to discrete groups of pupils in the board minutes.

Ofsted and section 48 reports.

Governors' monitoring policy - as a check list.

3:2. Staff surveys oral/ written.

L.G.B. minutes.

Number of grievances voiced.

Number of letters of complaint.

Staff attendance. / Absence.  
Head teacher's report.

3:3. See 3:1

3:4. Inventory of resources.  
Governor questions in board minutes.  
Improvement Officer's report.  
Ofsted inspection reports.

#### **Strategic Statement 4 - Mater Christi curriculum: Subjects, talents and Finding a place in the world.**

To ensure that there is an authentic Catholic curriculum which provides a range of opportunities and experiences that develop the whole person as preparation for the next steps in life and to live a good life.

**4:1 The governors will ensure progression from EYFS to year 6 in English and mathematics.**

**4:2 The governors will ensure that the policy and practice of reading is at the heart of the school.**

**4:3. Support the key stones of the Mater Christi curriculum offer.**

#### **Actions and Key Performance Indicators.**

4:1. The governors will focus on the progression of English and mathematics as set out in the school improvement plan.

Ask appropriate questions to the English and mathematics coordinators.

4:2 The Governors will ensure that R.E. is taught in line with the teaching of the Catholic Church and in line with the Diocesan directives.

4:3. The governors will ensure progression of all core and foundation subjects across the age groups.

Governors will keep management to account pertaining to pupil progress and academic achievement.

4:4. Governors will ask appropriate questions about -

The progress of reading throughout the school.

The quality of reading resources.

The teaching of phonics.

The amount of 'precision' teaching given

How the love of reading is being fostered.

4:5. The governors will also monitor both core and foundation subjects, focusing on breadth and balance of subject knowledge and skills.

Ask for examples of inspirational teaching.

#### **K.P.I. Evidence.**

4:1 Board meeting minutes.  
Subject leaders' reports.

Internal and External data.

4:2 R.E coordinator's reports.

Training log.

Section 48 Inspection Report.

4:3. Governor proformas.

Coordinator reports.

4:4 Phonics screening data.

Internal and external data.

Board meeting minutes.

Quality and care of resources. Pupils reading for pleasure.

Number of books taken by pupils for home reading.

4:5. Governor/ subject coordinator proformas.

Board meeting minutes.

Wall displays.

Reports of extended curriculum activities.

Governor question prompt sheets.

There will be an annual audit of the impact and efficiency of the L.G.B.

K.P.I's-

Attendance.

Actions accomplished.

Quality of questioning - challenge in-depth.

Clerking quality.

Strategic intents met.

Quality and impact of reflection and decision making -

Positive change in direction

Governor participation

## **SAFEGUARDING AND WELL-BEING.**

Safeguarding is of paramount importance to the local governing body. It will ensure that all safeguarding policy and procedures are activated and reviewed for effectiveness.

This will be recorded in governor meeting minutes.

Governors value the contributions that all staff make to the pupils in the school.

Well-being of staff and pupils will be regularly noted in meeting minutes.

K.P.I Evidence -

Meeting minutes.

Internal records.

Teacher/ visitor safeguarding instruction '

Staff attendance record.

K.P.I'S.

Safeguarding Actions.

Use of visible identification.  
Signing in procedure.  
Use of the safeguarding Hub.  
Attendance / staff sickness.

## **PARISH AND LOCAL LIAISON.**

As St. Joseph's is in special measures the Governors recognise the massive importance of community and parent / carer involvement in the school. To this end the governors will support school on stake holder inclusivity projects -

Establishing a play group meeting in the school hall - supporting parents and carers.

A team of parishioners (D.B.S. checked) trained to hear children read.

Develop an appropriate educational programme supporting parents and carers in the education of their children - workshops for parents and carers are to be held with a focus on I.t. and basic skills including English and mathematics.

Continue to support the 'Walking Bus'.

Continue to work with the parish of St. Joseph's.

The governors also recognise the importance of liaison within the local community and will foster this.

### **K.P.I. Evidence -**

Above activities are ongoing.  
Parent/ career surveys.

K.P.I's -  
Attendance of pupils.  
Attendance of group partakers.  
Regularity of strategies,

Governors recognise that these initiatives will not 'bear fruit' overnight but will monitor progress. Evidencing this in governing body minutes.