



St George's Primary School

St George's Primary School

Standards Committee Meeting

Wednesday 2nd October 2019

Top Site @ 1:00pm

Present

Community Governors

B. Clark
J. Marshall

Parent Governors

P. Dunning
C. Scott
A. Vickers

Chair of Standards Committee (SC)

Staff Governors

B. Cassidy

Head Teacher

Also Present

L. Binks
L. Horton
E. Noakes
K. Choudhary

Assistant Head Teacher
Assistant Head Teacher
Acting EYFS Leader
Clerk

Apologies

T. Skarratts- Jackson
M. Chambers

Deputy Head Teacher
Assistant Head Teacher

Item 1 Welcome, Apologies and Declarations of AoB

Chair welcomed the group and apologies were accepted as above.

Item 2 Minutes of previous meeting

Accepted as a true and accurate record.

Item 3 Matters Arising

All actions completed.

Item 4 Terms of Reference and Annual Planner

SC informed that B. Cassidy and P. Dunning had met recently to discuss these documents to ensure that they were fit for purpose. SC reminded that this was discussed in the previous meeting.

Item 5 School Development Plan and Curriculum Targets

Circulated as part of the papers.

B. Cassidy referred to the document on VDU to highlight the core principles, stating that the School Development Plan;

- Represents measurable outcomes i.e. what the action is and what will take place within a certain timescale.
- Highlights the member of staff who is the strategic lead for a set of actions however, this does not necessary mean that they are the person will be operationally responsible.
- Is a working document that is RAG rated.
- Highlights what the resource implications are at the end of each section. For example, a DfE Category 5 funding school, is not related to the school performance but rather by virtue of the fact the school sits within Wirral LA (which is a failing LA on various levels).

SC reminded of the SDP Priorities:

1. Maintain momentum in school improvement with revised senior and middle leadership structure (include coaching and NPQMSL etc) and aims.
2. Secure improvements in learning outcomes with a revised and structured approach to assessment and feedback across the school (include focus on greater depth)
3. Ensure that we secure effective implementation of school's curriculum aims and intent to provide a high quality level of education across all subject areas.
4. Strengthen the quality of reading provision to improve standards and engagement in reading.
5. Embed improvements in mastery mathematics through revised curriculum structure, lesson design and high quality CPD.
6. Strengthen school's mental health and well-being work to impact across the school community.
7. Strengthen school's provision for vulnerable groups (include SEND and PP) to improve outcomes across the curriculum and with attendance (going to revise attendance strategy).
8. Ensure a smooth and effective transition to new information management system (SIMs 8).
9. Improving effectiveness of HR procedures on absence and working practice across the school.

With the view of discussing the priorities more fully, SC took the decision to split up into breakout sessions and feedback their observations back to the group. The following nominees focused on;

- B. Cassidy/ B. Clark: Priority Two, Five and Nine
- L. Horton/ P. Dunning/ C. Scott: Priority Four, Six and Eight
- L. Binks/ E. Noakes/ A. Vickers/ J. Marshall: Priority One, Three and Seven.

Following the breakout session, the following was fed back;

Priority One: The main focus of the discussion was about the school's ability to empower middle leaders and their capacity to take on absent colleagues' responsibilities collectively. SLT are really pleased to be in this situation and noted that the school would not necessarily have been able to manage this approach in previous years. The group also noted that there are lot of NPQ (National Professional Qualifications) qualifications being undertaken which is obviously a real positive for the staff and pupils.

Priority Two: Discussion focused on looking at assessment and tracking within the school. As discussed in previous meetings, the tracker that the school has been using the last few years

is shutting down. As such, the school is looking to develop the pilot scheme for the DFE and input into the design the new Capita SIMs 8. The school has invested a lot of time looking at what sort of assessments are going to be required and how is presented. SLT noted that this has represented considerable endeavor given this is a pilot scheme however the school is getting a heavy discounted on the overall product but it is seen as a longer-term project to actually design the way that this will move and make the best use out of it for assessment linked to curriculum design.

Priority Three: Discussion centred on further developing a high quality broad and balanced curriculum for pupils underpinned with discreet teaching within foundation subjects. Talked about assessment in terms of skills and that it is a great opportunity for the school to make sure assessment is driven by curriculum. Touched on leadership, autonomy and moving away from reporting into assistant heads and more focus on middle managers.

Priority Four: Discussion focused on reading and pupils understanding of reading and the meaning/ context of words and highlighted that the school has taken on a new programme to celebrate reading to develop fluency and comprehension in Key Stage Two. This will also present new opportunities for teachers to assess. Also highlighted that each class has two reading ambassadors to articulate what their peers want to read and that the schools results have been above ARE in reading.

Priority Five: Discussion highlighted that over the past three years the school has moved from one of the lowest performing schools in the local area to a good school – with the view of driving towards excellent. It was suggested that a significant contributory factor to this is the impact of using the Mastery Math's curriculum which provides high quality training for school staff to allow them to be able to raise pupil standards. This has yielded an increase of 50% improvement in achievement in term of where pupils were in previous years. SC informed that school staff have obtained a number of grants to facilitate this standard raise and as such, has meant that school budgets have not been accessed to achieve this which has resulted in a cultural shift.

SC asked if the school receives any help from local secondary schools?

RESOLUTION: SLT stated that they have tried but the appetite from secondary schools is not as strong as it could be in terms of partnerships for learning. K. Choudhary suggested that he may have a contact at The University of Liverpool Widening Participation department that could yield some benefits to the school.

ACTION 01(10/19): K. Choudhary to explore possible network opportunities for the school.

Priority Six: Discussion honed in on developments with Zumos. SC informed that this is a website designed for pupils to develop happy thoughts, positive mind sets and coping strategies. Pupils will receive their own logins and will be also able to raise any issues they have. Staff have started using this and it will be rolled out over the coming weeks.

Priority Seven: Discussion suggested that there have been significant changes to the schools use of SEND funding and PP funding to maximise the impact of vulnerable pupils. SC informed that the main driver in this area is to ensure reasonable adjustments and that quality first teaching provides the basis of what can be expected. There is also a focus on SEND and PP pupil attendance and the longer-term objective is for the school to focus on what the school needs to do to support the child and not what are the barriers are for pupils i.e the diagnosis.

Priority Eight: Discussion focused on the schools aim to move towards paperless communication and a single information management system. It was suggested that there have been a few hiccups and the change to a new information management system has been tricky but the school is moving towards its aims and objectives. SLT clearly stated that the additional workload this has put on administration teams has been significant.

Priority Nine: Discussion focused on maximising the use of external HR consultants with the view of improving processes and systems to putting together better practices. SC informed that there will be a focus on external support staff moving forward into 2019/20 as this was an issue last year – as discussed in previous meetings.

SC asked is there any merit in an incentive scheme to support staff for turning up consistently?

RESOLUTION: SLT stated that this approach merit further consideration.

Item 6 Priorities for 2019/20

SC discussed which areas they wished to prioritise for 2019/20. It was suggested that worth drilling down into; Reading, Art and History. As such, the following timeline was agreed;

- Autumn Term: Reading (with particular focus in the implementation of the new scheme).
- Spring Term: Art
- Summer Term: History

Item 7 Pupil Premium Review

Circulated as part of the papers.

SLT stated that they are happy to discuss this document however there is no new substantial data from the previous meeting and SLT have not revised the strategic aims. SLT highlighted that the only changes from the previous document is in the absence statistics.

SC asked does the school look at extra curriculum activities for PP and are they targeted?

RESOLUTION: Yes – and with the new SIMs 8 it should be that be easier to track.

SC reminded that is a public report.

Item 8 CDP Plan

Circulated as part of the papers.

SLT discussed the document, highlighting what the school has planned. SC reminded that (as always) all governors are welcome to attend staff CDP session. All SLT ask for is prior notice pre attending so necessary arrangements can be made.

Item 9 SSE Plan

Circulated as part of the papers.

SLT discussed the document, highlighting what the school has planned.

Item 10 Performance Management

Given the full discussion around Item 5 (and the resulting limited time remaining before close of meeting) SC took the decision to defer Item 10 to R&PC.

SLT stated that every member of staff has had targets set in relation to the school plan and SC reminded the electronic system needs signing off by both parties before can be progression – appraiser and appraisee.

Item 11 HT Performance Management

SC informed that in previous year this was already done however due to personal circumstances, this has been delayed. As such, B. Cassidy has arranged meeting with FGB Chair and Vice Chair in the coming days to progress this item.

Item 12 Governor Visits

SC discussed how often they should be coming into school for observational visits.

DECISION TAKEN: SC agreed that governors should by visiting school to perform observation visits once per term.

ACTION 02(10/19): Governors and SLT Leads to liaise re dates for visits.

SC asked the school to explore options for better sharing school events calendar (with the view of ensuring greater governor representation at school events) as it was suggested that governors often find out about event too late to make necessary arrangements to attend. K. Choudhary reminded SC that the school bulletin and newsletter are shared weekly which contains the information.

ACTION 03(10/19): K. Choudhary to liaise with school office to discuss different ways of sharing events more transparently with governors.

Item 13 SC Training for 2019/20

SLT stated that governors would benefit from a session on the OFSTED Education Inspection Framework (EIF). Whilst SLT would normally look towards a shorter session, given the importance of the new EIF, it is suggested that 2 hours are ring-fenced for this session.

SC asked could this session be delivered over two sessions?

RESOLUTION: SLT stated that whilst it could be delivered over two session, it would be better delivered over one session to ensure that attendees received all the information rather that governors only be able to attend one of two sessions.

ACTION 04(10/19): K. Choudhary to look at suitable training time and date for governors to attend session on OFSTED EIF.

Item 14 Date and focus of next meeting

Wednesday 15th January 2020 @ 1:00pm

Meeting finished 3:00pm

Chair Signature

Page	Item	Summary of actions from Standard Committee meeting	Whom	Date to be completed
3	5	<u>ACTION 01(10/19)</u> : K. Choudhary to explore possible network opportunities for the school.	K. Choudhary	Nov '19
4	5	<u>ACTION 02(10/19)</u> : Governors and SLT Leads to liaise re dates for visits.	All	Nov' 19
5	12	<u>ACTION 02(10/19)</u> : K. Choudhary to liaise with school office to discuss different ways of sharing events more transparently with governors.	K. Choudhary	Nov '19
5	13	<u>ACTION 04(10/19)</u> : K. Choudhary to look at suitable training time and date for governors to attend session on OFSTED EIF.	K. Choudhary	Nov '19