



# Broughton Hall Catholic High School

## Governor Training and Development

One way in which governors can take an active role in enhancing the impact of their contribution to improving and supporting pupil outcomes is by undertaking training and continuing professional development (CPD), and evaluating the impact of this on individual performance and the performance of the governing board.

Planned and co-ordinated CPD can be a powerful tool in improving the knowledge and skill set of the governing board, but individual governors should also take responsibility for identifying their own development and learning needs. Governors often prioritise CPD for only teaching staff or the senior leadership team (SLT), but there are a number of essential reasons for the governing board to undertake regular and good-quality CPD, including the following:

- Supporting the improvement of pupils' outcomes by keeping up-to-date with changes in education and national trends, and having the knowledge to hold school leaders to account
- Maintaining the governing board's responsibilities in keeping pupils safe by understanding safeguarding responsibilities
- Avoiding becoming reliant on the SLT's knowledge and experience
- Maintaining up-to-date knowledge to be able to answer questions from external parties
- Supporting succession planning within the governing board
- Individual personal development
- Enjoyment!

CPD should be planned in conjunction with the outcomes of the Governing Board Skills Audit. The CPD process involves tracking and documenting the skills, knowledge and experiences that you gain formally and informally as you fulfil your role as a governor.

It is important that governors consider the impact of training or CPD before and after it has been completed – remember, it is not a tick box exercise but a continual process. Some questions that governors could ask themselves may include:

- Do I feel more confident about fulfilling my role?
- Did I learn something which changed my practice?
- Will mine or the governing board's practice change as a result of this training; e.g. increased governor involvement, asking more challenging or probing questions in meetings?
- Does the governing board as a whole contribute more effectively to school development planning or self-evaluation with increased confidence and understanding?

Evidence of any training undertaken by individual governors or the governing board should be recorded in a training log. Any discussions that take place around the impact of the training should be recorded in the minutes.

Use the template below to record any training or CPD that you have undertaken. Answer the questions in yellow bold text to evaluate the impact of the training or CPD and to highlight any learning that can be shared with the governing board.

## Governor training and development impact template

<b>Name:</b>	<b>Role on the Governing Body:</b>				
<b>Personal development goals:</b>					
<p>1. Do you have any personal goals? E.g. chairing a committee or leading governor monitoring?</p> <p>2. Have you identified any gaps in your knowledge?</p> <p>3. What are your personal interests and skills?</p>					
<b>Training or CPD attended:</b>	Enter the title of the training or CPD course.	<b>Date of the training or CPD attended:</b>		<b>Is refresher training required?</b>	
				<b>When?</b>	
<b>Reason(s) for attending the training or CPD:</b>	Explain why the training or CPD has been chosen.				
<b>What benefit will the training or CPD have on your role as a governor:</b>	Identify how the training or CPD will directly benefit your knowledge and practice in your role as a governor.				
<b>Does the training or CPD link to an objective on the school development plan?</b>	Identify any school development priorities that the training links to.				
<b>Did the training or CPD meet your learning objectives and expectations?</b>	Answering this question will help you identify if you need to find additional training. Think about if you enjoyed the session and found it challenging, and would recommend it to governor colleagues.				

<p><b>What will the impact of the training or CPD event be?</b></p>	<p>How will you use the training and what impact will it have? What did you learn and how will you use this knowledge?</p>
<p><b>Recommendations or learning outcomes:</b></p>	<p>Identify three points or learning outcomes you can share with the governing board.</p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>
<p><b>Next steps:</b></p>	<p>Do you need to undertake more training?</p>