



# Development *for* Boards

The National Governance Association (NGA) is a not-for-profit organisation with a strong track record of delivering governance leadership programmes in cooperation with partners across England.

This programme is funded by the Department for Education (DfE) and is designed for boards governing multi academy trusts or groups of schools, or boards of schools in DfE opportunity areas where the school is either rated by Ofsted as requiring improvement, or rated good or outstanding but identified as coasting. This is a consultant-led bespoke programme that will be tailored to your board's circumstances to improve practice and outcomes.

## Programme delivery

This is a bespoke programme designed for those who are governing in more complex circumstances. The chair or future chair of the governing board will join a development programme for chairs, and will work closely with a consultant analysing an online board self-evaluation, the results of which will inform an action plan for the governing board's development. In addition, the consultant will engage with the whole board and senior leaders so that any further support such as coaching, mentoring and subject specific training needs can be identified and provided.

This programme consists of development for the board over a period of approximately three terms.

## What's included in the programme?

Designed to suit each board's circumstances, this programme will include elements such as:

- development for the chair
- evaluation of the board's strengths and weaknesses
- engagement with the board and senior leaders
- support with creating a board action plan
- additional training, coaching and mentoring support as required

The development programme for boards is designed for each board's development needs. Common aspects for all programmes will include: leadership development; board diagnostics; board development; and evaluation.

## Benefits of the programme

This programme aims to develop governance so that even in more complex circumstances, it is effective by:

- developing the chair's knowledge, leadership skills and networks
- ensuring that the board knows its own strengths and weaknesses
- supporting the creation of an action plan which is both realistic in scope and will ensure impact on governance practice and therefore pupil outcomes
- targeting areas where knowledge gain is required
- monitoring and evaluating progress

## Programme outcomes

The board will have a clear understanding of effective governance as follows:

- board leadership will be strengthened
- the board will be knowledgeable about governance structures, effective delegation, and how best to work with the clerk or company secretary
- the board will be confident to carry out its role in ensuring school improvement and value for money
- the board will be able to assess their own effectiveness and impact

## Why choose NGA Leading Governance?

NGA Leading Governance programmes:

- draw on NGA's unrivalled knowledge of best governance practice
- build on NGA's experience of effective training and development programmes
- provide bespoke training and support to meet participants' needs
- are informed by governance research, DfE and Ofsted expectations
- utilise NGA's online self-evaluation tools
- are delivered by sector-expert facilitators and consultants
- are quality assured
- are excellent value for money
- are located wherever there is local demand
- provide valuable evidence for Ofsted

## COSTS AND REGISTRATION

Funding is available up to the value of £2,000. Please contact NGA to enquire about eligibility for funding.

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## A The chair undertakes leadership development

The chair (or future chair) develops her/his governance competencies and through group work, builds and experiences the benefits of a networking for establishing sustainable self-led development and support.

## B Board evaluation

The board, senior executive leaders and the clerk complete an online board appraisal.

The NGA consultant will work with the chair:

- analysing the appraisal to identify strengths and determine areas for development
- creating a governance action plan which includes engagement with the whole board and will therefore result in a step change in the quality of governance

## C Board engagement

The NGA consultant engages with the board by either:

- observing a board meeting and feeding back to the chair
- carrying out a facilitated self-review session
- delivering a training session focused on a specific area

The chair observes another board meeting on a peer review basis.

## D Coaching and mentoring

The NGA consultant will act as coach mentor to ensure that the governance action plan is a live document and is amended as necessary so that it:

- specifically addresses any emerging issues
- that progress is being made
- that the nature of the changes will impact on outcomes for children

## E Evaluation

At the end of the programme, the NGA consultant evaluates and assesses progress made by the chair and the board in carrying out the action plan.

The chair completes an impact assessment which is updated two terms after the programme has ended.