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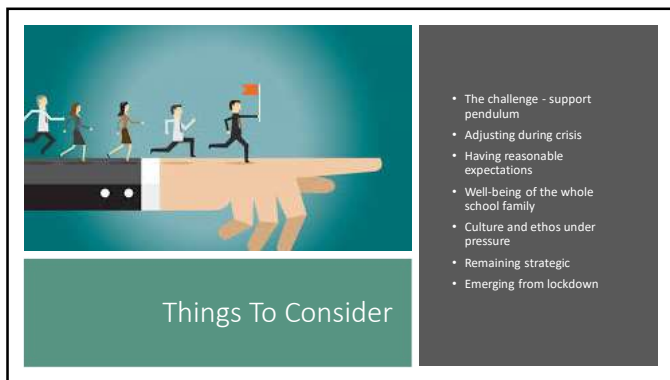
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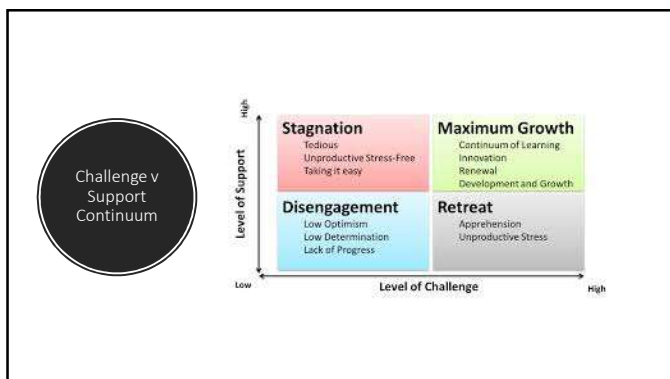
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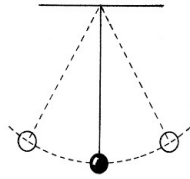
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.....or a Pendulum ????

CHALLENGE



SUPPORT

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## Governance in Normal Times

- **CHALLENGE**
- How do we know?
- Please show us the data
- Can I arrange a school visit please?
- How can we improve things in this area?
- **SUPPORT**
- How are you feeling?
- How are the children?
- How are the staff managing?
- How can governors help you?



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## Governance in Crisis



- **CHALLENGE**
- How are we identifying and dealing with academic changes?
- **SUPPORT**
- How can governors help?
- How are people coping?
- How can we help communities and staff?
- How can we help plan for recovery?
- How are we?

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## How Has Governance Changed For You?

### DISCUSSION

In your breakout groups please discuss how Covid has affected your school and the differences you have noticed in governance. Has your pendulum shifted? Was a change in approach discussed or did it just evolve? What have you learned from Covid as a governor?

Please nominate somebody to feed back to the whole group



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**KEEP  
CALM  
AND  
BE  
EASONABLE**

## Our Expectations

"Effective governance is helping to provide assurance that school leaders are doing what they can to ensure children are safe and continuing learning."

• [www.governorsforschools.org](http://www.governorsforschools.org)

REASONABLE EXPECTATIONS v HIGH EXPECTATIONS

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## Whole School Well-Being

- Developing a primacy of well-being
- Governors' microscope trained on the Head
- Staff concerns and pressures
- Positive mental health and resilience of children



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Whole School Well-Being

- Governors role in well-being
- Well-being governor ?
- How can we measure well-being?
- Cannot work in a toxic culture

**WELLBEING  
GOVERNORS**

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Culture, Ethos and Values Under Pressure



- Systems and people are under additional stress
- Living your ethos and values every day
- Governors need to champion culture and values
- Always elevating the "why" before the "what and "how."

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What Does Simon Sinek Say?

**DISCUSSION**

Please watch the short video clip and see if you can relate this to school governance. In your breakout groups please discuss your thoughts and then feed back to the wider group

<https://www.youtube.com/watch?v=u4ZoJKFVuA>

12

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## Remaining Strategic

- Revert to first core function – strategic leadership
- Primary focus is your vision
- Navigating not rowing
- Temptation to get hands on must be avoided
- Keep asking "how well" instead of "how."
- Possibly biggest failing in leadership currently



13

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## Emerging From Lockdown

- We MUST evaluate
- What has been the impact on the children?
- What has been the impact on the school?
- What has been the impact on governance?
- What might need to change in future?



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## Emerging From Lockdown

- "Normality" will take time
- Challenge returns but slowly
- People before performance?
- Might governance look different?



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## Summary

- Empathy allied to challenge and support
- A time to embed well-being and positive mental health
- "Culture eats strategy for breakfast" PETER DRUCKER
- Evaluate, accommodate and celebrate!!!



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