

**Granby Primary
School**

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GRANBY GOVERNORS'

NEWSLETTER

VOLUME 2, ISSUE 2

SPRING 2017

ABOUT US...

Some of us are elected by parents or staff. One of us is appointed by the Local Authority.

We all meet together twice a term. One of these meetings focusses on the School Improvement Plan.

We also have two committees: Finance, Premises, Health & Safety; and Pay & Personnel

We meet in small groups called Phase Forums — one group for each phase — each term

We are looking for a couple of parents to join us in our phase forum meetings. Interested...?

We try to come to all the main school events—see you there!

Check out the Governors section of the website for lots more information...

Spring Term 2017

Dear Parents and Carers,

This is the second Governor newsletter of the year. We send them termly and they are produced by us to give you an idea of what governors have been doing.

Some parents were surprised to find out recently that teacher's pay is dependent upon their performance appraisal. Teachers' targets are set by themselves and their line manager in consultation with the head teacher. There are usually 3 targets, two of which mirror the overall school targets. This might be, for example, that 65% of children reach or exceed age-related expectations in maths. The third target is a personal objective or relates to continuous professional development for that teacher.

A variety of methods are used to provide evidence of the teacher's achievement against the objectives. One of these is the outcomes achieved by the children, who are assessed 3 times a year by staff. This data, which is presented termly to governors, is one of the main indicators. Staff also have observations of their teaching - being observed by the head teacher, their line manager and their peers. Work scrutiny also takes place, where the performance appraiser reviews the pupils' books looking for evidence of progression over the period of time since the last assessment.

Staff meet their appraiser three times a year for a formal performance management meeting: once at the start of the year when the objectives are set; once at the middle of the year, to check on progress; and finally at the end of the year. It is at this stage that pay progression is agreed if the objectives have been met or if there are good reasons why the objectives haven't been met.

Our staff also use a system called Iris which allows them to record their own teaching performance onto iPads. They can then use this to review their practice and identify their own areas for improvement. They can also, if they wish, share their video with colleagues who can support them further to develop their skills and strategies.

Our support staff are also subject to performance appraisal and work towards our improvement plan objectives. As governors, we have to monitor these processes to make sure that they are implemented fairly and effectively. It is an important part of getting Granby to be as good as it can be for all the children who attend.

Yours sincerely,

Glenys Mulvany, Chair of Governors

