



Governor 3 Year Strategic Plan

Executive Summary

This strategic plan sets out the role of governors at Chiseldon Primary & Nursery School in providing clear, visionary leadership that supports sustained school improvement over the next three years. The plan aligns with the school's context as a small, one-form entry village school serving a diverse pupil population, including significant proportions of pupil premium and SEND pupils. Drawing on recent Ofsted feedback, governors will prioritise strategic oversight of curriculum impact, with a strong emphasis on ensuring every pupil can read fluently by the end of KS1 and fostering a lifelong love of reading. Additional focus areas include knowledge retention and science curriculum development. Key priorities include strengthening leadership capacity, ensuring robust financial stewardship, and fostering an inclusive, safe, and positive school culture that promotes pupil well-being and character development. The plan emphasises governors' strategic accountability for educational performance, budget management, and long-term vision, while respecting their non-operational role.

Vision and Mission Statement

Chiseldon Primary & Nursery School is dedicated to inspiring every pupil to achieve academic excellence and personal growth within a nurturing, inclusive, and respectful environment. Anchored in our core values of Honesty, Equality, Accountability, Respect, and Trust, we aim to cultivate confident, resilient learners equipped for lifelong success. Our mission is to provide a rich, well-sequenced curriculum alongside holistic support that empowers all pupils to flourish academically, socially, and emotionally, underpinned by strong leadership and effective governance.



Strategic Objective 1: Provide Strategic Oversight to Strengthen Educational Outcomes with a Focus on Reading Fluency, Love of Reading, Early Years, KS1, KS2 and Science Curriculum Development

Action	Person(s) Responsible	Resources Needed	Success Criteria	Intended Impact and Termly Monitoring
Monitor and review senior leadership reports on curriculum impact, specifically on early years oracy and maths, KS1 and KS2 reading, writing and maths progress, and science knowledge retention	Chair of Governors, Curriculum Link Governor	Scheduled governor meetings, leadership reports, assessment data, phonics screening results	<ul style="list-style-type: none"> Governors receive detailed evidence of impact and improvements in reading fluency, knowledge retention, and science outcomes Clear demonstration of progress in EYFS oracy and maths linked to school projects Phonics screening pass rates meet or exceed national averages 	<ul style="list-style-type: none"> Every pupil is on track to be a fluent reader by the end of KS1. Termly data scrutiny ensures rapid identification of pupils needing additional support. Reports include qualitative evidence of engagement and love of reading through pupil voice and library usage data.
Hold leadership accountable for closing attainment gaps for disadvantaged and SEND pupils across all key stages	Full Governing Body	Data dashboards, progress and inclusion reports	<ul style="list-style-type: none"> Data indicates narrowing of attainment gaps for pupil premium and SEND pupils Governors use robust questioning to challenge leadership on outcomes and provision effectiveness 	<ul style="list-style-type: none"> Targeted interventions result in measurable improvements for disadvantaged and SEND pupils. Termly monitoring of intervention impact and progress reviews ensures equity in reading outcomes and overall attainment.
Support strategic investment in targeted professional development aligned to curriculum priorities and pupil needs, including reading pedagogy and fostering reading engagement	Finance Committee, Headteacher	Budget plans, PD monitoring reports, external training providers	<ul style="list-style-type: none"> PD funding aligns with curriculum priorities Positive evidence of impact on pupil outcomes reported to governors Staff demonstrate increased confidence and expertise in teaching early reading and promoting reading for pleasure 	<ul style="list-style-type: none"> Enhanced staff capacity leads to improved reading fluency and engagement. Termly evaluation of PD impact through classroom observations and pupil progress data informs ongoing training needs.



Strategic Objective 2: Strengthen Leadership Capacity, Governance Effectiveness, and Succession Planning to Support School Improvement

Action	Person(s) Responsible	Resources Needed	Success Criteria	Intended Impact and Termly Monitoring
<p>Deliver governor training focused on strategic monitoring of school data, holding leaders to account, and understanding school improvement priorities with a focus on reading outcomes and curriculum impact</p>	<p>Chair of Governors, Governance Committee</p>	<p>Training sessions, external consultants</p>	<ul style="list-style-type: none"> Increased governor confidence and effectiveness in strategic monitoring Positive governor feedback on training relevance and application 	<ul style="list-style-type: none"> Governors provide sharper, evidence-based challenge and support. Termly self-assessment of governor effectiveness and impact on school improvement priorities.
<p>Oversee and review leadership succession plans for senior and middle leadership to ensure continuity and stability</p>	<p>Chair of Governors, Link Governors</p>	<p>Leadership development plans, HR reports</p>	<ul style="list-style-type: none"> Succession plans documented and reviewed annually Smooth leadership transitions without disruption 	<ul style="list-style-type: none"> Leadership stability supports sustained school improvement. Termly updates on leadership capacity and any risks to continuity reported to governors.
<p>Develop governance marketing strategy to support pupil recruitment and enhance community engagement</p>	<p>Marketing subgroup of Governors</p>	<p>Marketing materials, community liaison, data on pupil numbers</p>	<ul style="list-style-type: none"> Measurable increase in pupil numbers towards PAN of 210 Enhanced local community profile and engagement 	<ul style="list-style-type: none"> Increased pupil numbers secure funding and school viability. Termly tracking of pupil numbers and community engagement metrics.



Strategic Objective 3: Ensure Robust Financial Stewardship Aligned to School Priorities and Long-Term Sustainability

Action	Person(s) Responsible	Resources Needed	Success Criteria	Intended Impact and Termly Monitoring
Approve and monitor the school budget ensuring alignment with curriculum development, SEND provision, and environment improvement priorities	Finance Committee, Full Governing Body	Financial reports, budget monitoring tools	<ul style="list-style-type: none"> Balanced budgets reflecting strategic priorities Transparent financial reporting to governors regularly 	<ul style="list-style-type: none"> Financial resources are effectively allocated to maximise pupil outcomes and provision quality. Termly budget monitoring reports presented and scrutinised.
Support identification and pursuit of external funding opportunities to enhance IT infrastructure and outdoor learning environment	Finance Committee, Chair of Governors	Grant applications, external partnerships	<ul style="list-style-type: none"> Successful grant applications secured Enhanced IT and outdoor environment supporting curriculum and well-being 	<ul style="list-style-type: none"> Enhanced learning environments enrich curriculum delivery and pupil engagement. Termly updates on funding applications and impact of funded projects.
Monitor financial sustainability and impact of the SEND unit provision	Finance Committee, SEND Link Governor	Budget forecasts, staffing and provision reports	<ul style="list-style-type: none"> SEND unit operates within budget and at intended capacity Evidence of financial viability and provision quality 	<ul style="list-style-type: none"> SEND provision is financially sustainable and meets pupil needs effectively. Termly financial and provision quality reviews reported to governors.



Strategic Objective 4: Promote an Inclusive, Safe, and Positive School Culture that Supports Pupil Well-being and Behaviour Consistency

Action	Person(s) Responsible	Resources Needed	Success Criteria	Intended Impact and Termly Monitoring
Strategically monitor the implementation and impact of behaviour policies to ensure consistency and pupil safety aligned to school values and Ofsted expectations	Safeguarding Link Governor, Chair of Governors	Behaviour reports, safeguarding audits, pupil survey data	<ul style="list-style-type: none"> Governors assured of consistent behaviour policy application Positive pupil survey data indicating safety and happiness 	<ul style="list-style-type: none"> A positive, safe environment supports learning and well-being. Termly review of behaviour data and pupil/staff feedback informs governor oversight.
Support strategic development and evaluation of pastoral care initiatives including mental health and well-being programmes such as MyHappyMind	Pupil Well-being Link Governor	Programme updates, staff training summaries	<ul style="list-style-type: none"> Well-being initiatives embedded and evidenced to improve pupil resilience Positive feedback from pupils, staff, and families 	<ul style="list-style-type: none"> Improved pupil resilience and mental health enhances engagement and achievement. Termly monitoring of programme delivery and impact through surveys and case studies.
Ensure inclusion remains a strategic priority through oversight of SEND provision and family/community engagement	SEND Link Governor, Full Governing Body	SEND reports, inclusion policies, community engagement data	<ul style="list-style-type: none"> SEND provision meets pupil needs effectively and is well resourced Increased family and community involvement 	<ul style="list-style-type: none"> Inclusive culture promotes equity and engagement. Termly evaluation of SEND provision outcomes and engagement activities informs strategic planning.



Communication Plan

Governors will communicate their strategic role and impact through multiple channels to ensure transparency and community engagement. This includes publishing termly newsletters for parents and stakeholders, updating the school website with summaries of governor activities and decisions, and presenting at the Annual General Meeting and Parent Forums. Governors will collaborate with school leadership to share clear, consistent messaging on school priorities, progress, and outcomes. Regular communication will reinforce the partnership between governors, staff, pupils, and families, promoting trust and confidence in governance.

Potential Impact

Successful implementation of this Governor Strategic Plan will ensure that Chiseldon Primary & Nursery School continues to improve pupil outcomes and meet Ofsted expectations by providing strong, strategic leadership and governance. Governors' oversight will help maintain a high-quality, well-sequenced curriculum, foster an inclusive and safe school culture, and secure sustainable financial management. This will position the school to grow its pupil numbers, enhance its community reputation, and provide an inspiring, supportive environment where all pupils can thrive academically, socially, and emotionally — with every pupil able to read confidently and with enthusiasm by the end of KS1.